Equity, Diversity, and Inclusion in the Eau Claire Area School District

2024 Annual Report

Initial Report:

September 16, 2024 Revised Report: September 23, 2024*



Table of Contents

From the Superintendent	4
Introduction	5
Explanation and Overview of this Report	6
Select Definition of Terms (in alphabetical order)	6
Equity Statement	7
By the Numbers: Demographics & Data	8
Student Demographics	8
Staff Demographics	11
Key Performance Indicators (KPI)	12
Academic Performance	12
Enrollment in Courses & Programs (Ensuring Equal/Equitable Access)	14
Annual Pupil Nondiscrimination Reports	16
Climate Survey – Safe & Supportive Learning Environment	17
Racial Disproportionality in Special Education	19
Attendance	20
Graduation Rates	21
In-School & Out of School Suspension	23
Our Foundation: Systems & Frameworks	24
Equitable Multi-Level Systems of Support	24
Instructional Framework	24
Positive Behavior Interventions and Supports (PBIS)	24
EDI Strategic Action Plan 2023-24 through 2027-28	26
Goals	27
Progress on Prior Year's Goals Goal Statements	
Highlighted Successes and Ongoing Work	30
References & Resources	33
Appendix A. Climate Survey Reports	34

*Revised report as of 09/23/2024

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• Corrected data tables

- o <u>Total Suspensions, by demographics and year</u> (pg. 23)
- Updated data tables with information not available at the time of the initial report
 - o Annual Pupil Nondiscrimination Complaints, by Year (pg. 16)
 - o <u>Annual Pupil Non-Discrimination Complaint Types, by Type and by Year</u> (pg. 16)

Translation in Hmong & Spanish

If you would like assistance in the translation of this report or if you have questions about this report, please call Blia Schwahn for Hmong translation at 715-852-6764 and Kresly Rodriguez Martinez at 715-225-3333.

Yog koj xav tau tus neeg Hmoob txhais tsab ntawv no ua lus Hmoob rau koj los yog koj muaj lus nug txog diam ntawv qhia no, hu rau Blia Schwahn 715-852-6850.

Si desea que una persona hispana le traduzca esta carta en español o si tiene preguntas sobre esta reporte, llame a Kresly Rodriguez Martinez al 715-225-3333.

Non-Discrimination Statement

Eau Claire Area School District does not discriminate on the basis of sex, race, color, religion, national origin, ancestry, immigration status, creed, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression, or physical, mental, emotional or learning disability.

Nondiscrimination on the Basis of Sex in Education Programs or Activities

The Board of the Eau Claire Area School District prohibits sex discrimination in any education program or activity that it operates. Individuals may report concerns or questions to the Title IX Coordinator. The full notice of nondiscrimination is located at https://go.boarddocs.com/wi/ecasd/Board.nsf/Public.

From the Superintendent



Michael Johnson, Superintendent of Schools

ECASD Students, Families, Staff, and Community Members,

We are very pleased to present our third annual Equity Report in the ECASD. We plan on utilizing this as a communication tool and learning document that will evolve over time. The ECASD is committed to increasing equity among students, staff, and the community through anti-racist and anti-bias policy, practice, and procedures. This commitment will be the lens through which the School Board and the District's Results and Operational Expectations policies are viewed.

We are using data-driven practices to inform how we intentionally engage our educational systems of support to impact all students' academic, social, and emotional needs. Equity work is not simply to benefit our historically underrepresented populations; it is something we all must do to welcome each student and family, where all experiences are honored and valued.

Our professional development model is geared to meet staff where they are, reflect upon their learning, and grow to improve all outcomes for our students, families, and staff. While I have been an educator for over thirty years, I am reminded of my own equity journey--when we know better, we do better for each student.

In partnership,

Michael Johnson Superintendent

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A classroom at Roosevelt Elementary (2023)

Our Mission

To inspire and prepare our students to live creative, fulfilling, and responsible lives.

~~ Equity for Each Student: Access • Opportunity • Success ~~

Introduction

Educational equity means every student has access to the resources and educational rigor they need at the right moment in their education across social identities and in a manner that: 1) overcomes historical patterns of social injustice, 2) allows each student to see themselves in their school/classroom, and 3) where their group identities are not correlated predictors of their academic & social/emotional success or engagement.

The value and importance of equity, diversity, and inclusion (EDI) for all students, families, and staff in our district.

The Eau Claire Area School District (ECASD) is committed to ensuring that *each* student receives the high-quality education they deserve. Using a mindset of Equity, Diversity, and Inclusion (EDI) is one way in which we can be intentional in meeting the academic, social, emotional, and behavioral needs of our students. The evolving demographics of our students, families, and our surrounding community speaks to this imperative.

Schools are uniquely situated as places that can transform lives, and the EDI efforts we undertake to address the patterns of academic, behavioral, social, and emotional learning disparities that we've seen in the student outcomes requires intentionality and courage.

Purpose of the Equity Annual Report

The District is committed to increasing equity among students, staff, and the community through anti-racist and anti-bias policies, practices, and procedures. This commitment will be the mindset through which the District's Results (R's) and Operational Expectations (OE) policies are viewed (Eau Claire School Board, 2022). This annual report meets the Eau Claire School Boards "Operational Expectation 2: Equity Commitment" (OE-2) to publish for the district and the community an annual update as to the progress of goals in the equity work plan. In addition, this annual report is in alignment with the ECASD's Equity Statement, adopted in March 2021.

More importantly, this annual report serves to inform our key partners including students, families, community members, and staff about the intentional efforts made by the district to address systemic inequities, which have often disproportionately impacted students from historically underserved and underrepresented populations. The purpose behind these EDI efforts has always been to create the best learning environment for all our students so that they are successful. We acknowledge that there is also a lot of effort from each of our schools throughout the district to address their unique populations and needs, as well, and we recognize and honor the dedication of our teachers, staff members, and school leaders in these efforts.

Explanation and Overview of this Report

This annual equity report provides information regarding our district-wide efforts in equity, diversity, and inclusion over the prior year. The data sets in the next section are included to provide context and rationale as to the urgency of the efforts necessary to meet the educational needs of **each** our students.

Student Demographic Data	WISEdash Secure, Wisconsin Department of Public Instruction https://wisedash.dpi.wi.gov/ ECASD Student Ethnic Report https://www.ecasd.us/District/About/District-Information ECASD Data Warehouse https://www.ecasd.us/District/Departments/Assessment WISEdash Secure & WISEDASH Public, Wisconsin Department of Public Instruction https://wisedash.dpi.wi.gov/
Staff Demographic Data	Equal Opportunity Commission Staff Information Report (2024). ECASD Human Resources Office, https://www.ecasd.us/District/Departments/Human-Resources
Student Outcomes	WISEdash Secure & WISEDASH Public, Wisconsin Department of Public Instruction <u>https://wisedash.dpi.wi.gov/</u> Wisconsin Department of Public Instructions (DPI) District Report Card, <u>https://dpi.wi.gov/accountability/report- cards</u>
Climate Data	Student Climate Survey, ECASD Equity, Diversity, & Inclusion Department, <u>https://www.ecasd.us/District/About/Equity</u> , March 2024 Staff Climate Survey, ECASD Equity, Diversity, & Inclusion Department, <u>https://www.ecasd.us/District/About/Equity</u> , March 2024 Family Climate Survey, ECASD Equity, Diversity, & Inclusion Department, <u>https://www.ecasd.us/District/About/Equity</u> , March 2024 Youth Risk & Behavioral Survey (YRBS), <u>https://dpi.wi.gov/sspw/yrbs</u> , July 2023
Organizational Data	Tiered Fidelity Inventory-TFI, ECASD Student Services (Algonzzine, et. Al, 2019)
Reports	ECASD Pupil Nondiscrimination Self-Study, May 2023 Youth Risk & Behavior Survey 2023, <u>https://dpi.wi.gov/sspw/yrbs</u> , July 2024

Select Definition of Terms (in alphabetical order)

Explore additional terms and definitions on our website at: <u>https://www.ecasd.us/District/About/Equity</u>.

- Culturally & Linguistically Responsive Culturally & Linguistically Responsive Practices is a student-centered framework for teaching and pedagogy that calls for intentional validation, purposeful affirmation, building authentic relationships with students and families, and bridging learning with a student's culture, language, interests, and experiences. (Hollie, 2018) (Nguyen & Commins, 2020).
- **Diversity** The range of human differences, which encompass all different characteristics, identities, and backgrounds that make one person or group different from one another. There are many kinds of diversity, based on race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical, or cognitive abilities. Valuing diversity means recognizing differences between people, acknowledging that these differences are a valued asset, and striving for diverse representation as a critical step towards equity. (National Education Association, 2021)
- Educational Equity Educational equity means every student has access to the resources and educational rigor they need at the right moment in their education across social identities and in a manner that: 1) overcomes historical patterns of social injustice, 2) allows each student to see themselves in their school/classroom, and 3) where their group identities are not correlated predictors of their academic, social/emotional, and behavioral success.
- Equitable Practices The policies, activities, curricula, pedagogy, habits, and actions that schools and educators do that intentionally consider the needs, backgrounds, cultures, abilities, and languages of the students and families we serve.
- **Ethnicity** A socially constructed grouping of people based on culture, tribe, language, national heritage, and/or religion. It is often used interchangeably with race and/or national origin, but should be instead considered as an overlapping, rather than identical, category. (National Education Association, 2021)
- **Historically Underrepresented** (*also* ... **Underserved**; ... **Underrecognized**) groups of people whose identity is a federal, state, or locally identified protected class and/or have historically faced institutional discrimination, historic underrepresentation, or negative systematic social privilege/power.
- Identity (also Social Identity) All groups that a person considers they are a part of including, but not limited to race, ethnicity, gender, sexual identity, gender identity, socioeconomic status, ability status, language, religion, and marital status. Aspects of culture also combine to provide a sense of identity, a history of how a person or group experiences interactions through society. (Wisconsin DPI, 2022)
- Inclusion Being included within a group or structure. More than simply diversity and quantitative representation, inclusion involves authentic and empowered participation, with a true sense of belonging and full access to opportunities. (National Education Association, 2021)
- Race A socially constructed grouping of people based on physical characteristics and variation. (National Education Association, 2021)

Equity Statement

In March 2021, the district adopted an Equity Statement, which serves as the Preamble to our Board Policies. It is through our mission, vision, values, and equity statement that our policies are filtered through.

The Eau Claire Area School District (ECASD) is committed to eliminating the systemic racism present in our society and schools while building an equitable and inclusive school community. The ECASD acknowledges the historical pervasiveness in the events in our state and nation and we must create real and sustainable action to change the inequities present in our local systems. Our predominantly White privileged perspective, culture, and system is failing our students and families of color. We will increase equity, access, and opportunity by dismantling systemic barriers to full participation for our marginalized students. In doing so, the ECASD is committed to anti-racist and antioppression work, racial justice and equity, and system-wide change to mitigate the inequities we have allowed to happen.



Our Shared Understanding

The ECASD understands that oppression is manifested in racism, sexism, homophobia, heterosexism, transphobia, ageism, ableism, and other forms of systemic and social exclusion. We understand that there are similarities, intersections, and differences between these and other forms of oppression and the ways in which they manifest themselves. In particular, patterns of racism against Black and Indigenous People of Color have permeated our society and our public schools. As noted in a report by The Civil Rights Project1, Black high school students in Wisconsin are suspended at a higher rate than anywhere else in the country, and Wisconsin has the second-highest disparity in suspension rates between White and Black elementary school students. For years in the ECASD, we fostered organizational policies and practices that created an achievement gap, leaving behind our students-of-color compared to their White peers. Examples and measures include lower test scores, less access to advanced coursework, less participation in extracurricular activities, and lower graduation rates. Conversely, the ECASD has over-identified students-of-color who are more likely to have disciplinary referrals and more likely to be identified as needing special education services. We acknowledge the systems of power that grant privilege and access unequally such that inequity and injustice result, and we are committed to dismantling these systems.

Our Commitment

The Core Values of the ECASD are honesty, respect, responsibility, compassion, courage, and justice, and we recognize that these core values have not been equitably applied to all students. As we move forward, we will adhere to these core values and use our collective privilege to end systems of oppression. We will ensure our students-of-color and other marginalized students feel safe, welcomed, included, valued, represented, and supported in our school community with equitable access and opportunities for success.

The ECASD will explicitly recognize, examine, and address the systemic manifestations of oppression and racism in our district, in all aspects of its governance policies, processes, practices, and outcomes. The ECASD will use a lens of equity in all decision-making and at all levels, where equity means ensuring opportunities for learning and experiences for all students and especially for students who have been historically marginalized.

The ECASD will invite, support, and collaborate with marginalized populations in our district and surrounding communities, and create relationships and allyship based on respect, inclusion, trust, consistency, and accountability. We welcome the ways this diversity will deepen our shared understanding of the applications of our work, and we will work to amplify and prioritize these authentic voices. The ECASD will invite, support, and collaborate with marginalized populations in our district and surrounding communities, and create relationships and allyship based on respect, inclusion, trust, consistency, and accountability. We welcome the ways this diversity will deepen our shared understanding of the applications of our work, and we will work to amplify and prioritize these authentic voices.

The ECASD as a predominantly White system of administrators and educators, will make changes in the core organizational structures, institutional practices, and professional behaviors/actions of all privileged voices within our system; knowing that White people are the beneficiaries of racial inequality. We recognize that the responsibility of being part of the solution requires us all to hold ourselves accountable. We will add our voices to the collective call to action to ensure optimum organizational effectiveness and accountability to students we serve.

The ECASD will begin a continuous and ongoing process of professional development for all ECASD administrators, leaders, educators, and staff to consider the significance of individual racial identities and privilege when it comes to engaging in equity work. Personal growth and self-reflection are a practice of unlearning and relearning, which is both a career-long and life-long process. All staff need to be aware of the multiple identities represented in our district and their unique perspectives, experiences, and needs.



The ECASD will seek out and increase hiring of a diverse staff, including active recruitment of underrepresented groups and more equitable hiring practices, so that the diversity in our district staff and leadership is reflective of the diversity of the students we serve.

The ECASD will create school culture and climate where discriminatory or oppressive behaviors are not tolerated. Simultaneously, the ECASD is committed to purposeful and proactive strategies and changes to facilitate a shift in organizational culture to ensure that issues of oppression will be addressed, and clear mechanisms will be identified to actively engage and interact throughout the process.

As we move forward in our shared understanding and district commitments, we understand that genuine growth in this work related to equity, diversity, and inclusion will push us, will be challenging, and it may be uncomfortable. We work towards change not to feel better, but to do better. We understand that if we are not helping to dismantle oppressive systems then we are complicit in them. We commit to real conversations, real action, and real change. And we commit to moving forward and ensuring that we are true to our values and to positive change and growth.

By the Numbers: Demographics & Data

The data tables below highlight demographic data to illuminate a more complete and complex understanding of the students and families we serve throughout the District. As our district works to "...explicitly recognize, examine, and address the systemic manifestations of oppression and *racism* in our District (emphasis added)" (Eau Claire Area School District, 2021), we will monitor student outcomes, based on the following identities, when the appropriate demographic data is available. Please note, this is not meant to be an exhaustive list of identities that will be monitored but instead serves as a starting point as other identities are considered.

- Race/ethnicity
- Gender (Male, Female, & Non-Binary)
- Economic disadvantage (based on reported household income and annual self-reported eligibility for free/reduced lunch)
- Disability/Ability (Students with Disabilities SwD) & (Students without Disabilities SwoD)
- English Language Learners (EL) also Multi-lingual Learners
- Homeless Status. Students experiencing homelessness and eligible for services through McKinney-Vento.
- LGBTQ

Student Demographics

Overall Data

Introduction. Wisconsin DPI recommends reviewing demographic trends in classes and programs with disaggregated demographic data based on race/ethnicity, sex, national origin, and disability, whenever possible. The district continues to expand beyond the state agency's reporting recommendations to include the expanded list of student identities listed above, whenever the data is available.

Students and families self-report their demographics and have the option to choose all relevant demographic identities that apply to the student. The data definitions align with the reporting standards from the Wisconsin Department of Public Instructions (DPI), which are detailed at https://dpi.wi.gov/wise/data-elements/race.

Note that starting in the 2022-23 school year, the Wisconsin Department of Public Instruction (DPI) began accepting *Non-Binary* as a reporting option. ECASD also began making this option available for students & families to self-report their gender identity, as well.

Table. Student Enrollment, 3-Year Trend, Disaggregated by Identity

TOTAL ENROLLMENT (TFS)	2020-21 11,008	2021-22 10,973	2022-23 10,871	2023-24 10,832	4-yr % Change (+/-)
Racial Demographics (TFS)	2020-21	2021-22	2022-23	2023-24	
All Students of Color	24.63%	25.07%	26.23%	26.70%	8.40%
Amer. Indian & Native Am.	0.63%	0.53%	0.60%	0.56%	-11.11%
Asian & Pacific Islander	10.08%	10.07%	10.22%	10.13%	0.00%
Black or African American	2.55%	2.42%	2.58%	2.51%	-1.57%
Hispanic	6.17%	6.24%	6.61%	7.02%	13.78%
White	75.37%	74.93%	73.77%	73.30%	-2.75%
Two or More	5.20%	5.81%	6.22%	6.48%	24.62%
Gender Identity (TFS)	2020-21	2021-22	2022-23	2023-24	
Female	48.00%	48.39%	48.27%	48.55%	
Male	52.00%	51.61%	51.46%	51.36%	
Nonbinary			0.28%	0.31%	
Free/Reduced Lunch Eligible	2020-21	2021-22	2022-23	2023-24	
Not Eligible	59.80%	59.60%	61.88%	59.50%	
Eligible	40.20%	40.40%	38.12%	40.50%	
Students with Disabilities	2020-21	2021-22	2022-23	2023-24	
SwoD	85.31%	84.62%	83.99%	82.45%	
SwD	14.69%	15.38%	16.01%	17.55%	19.47%
English Language Learners	2020-21	2021-22	2022-23	2023-24	
English Proficient	95.88%	95.70%	95.64%	95.04%	
English Learners	4.12%	4.30%	4.36%	4.96%	20.39%
Students experiencing	2020-21	2021-22	2022-23	2023-24	
Homelessness					30.67%
	2.25%	2.40%	2.67%	2.94%	
LGBTQ	2020-21	2021-22	2022-23	2023-24	
(2022-23 was first year students could voluntarily self-report in the ECASD Student Climate Survey)			8.04%	8.48%	
Grades 6-12 Only					

INSIGHTS FROM THE DATA

Over the past four (4) school years...

- ...the school district (PK-12) has experienced an 8.40% growth in the proportion of all students who identify as a student-of-color. Among those student populations, Hispanic and Multi-Racial students account for the fastest growth in our overall student demographics (13.78% and 24.62%, respectively).
- ...the proportion of students eligible for EL services remains below 5% of the total student population. However, it is of note that the proportion of students in this population has increased by approximately 20% during the time period from the data table.
- ...the proportion of students with disabilities has increased by 19.47% during this period.
- ...the percentage of students experiencing homelessness has increased each year and has seen an overall increase of 30.67% during that period.

Race/Ethnicity & Other Student Identities

Students and families self-report their demographics and have the option to choose all relevant demographic identities that apply to the student. The data definitions used in the ECASD align with the reporting standards from the Wisconsin Department of Public Instructions (DPI), which are detailed at https://dpi.wi.gov/wise/data-elements/race. The following data tables illustrate different intersections of identity related to race/ethnicity.

INSIGHTS FROM THE DATA

- A number of schools have seen trends that indicate noticable changes in student racial/ethnic demographics over the past four school years, including Eau Claire Virtual, Lakeshore, Longfellow, McKinley Charter, Memorial High, North High, Prarie Ridge Early Learning, Putnam Heights, Roosevelt, and South.
- The proportion of economic disadvantage among the population of all students-of-color (63.16%) is distinctly higher than among the overall student population (40.50%).
- The proportion of male students receiving Special Education serivces is much higher (21.14%) than the proportion of female students receiving Special Education services (12.62%).
- A high proportion of economically disadvantaged students are also students with disabilities (26.64%).
- Among the population of students experiencing homelessness, a high proportion identify as a student-of-color (54.23%) and identify as a student with a disability (26.65%).
- Given the pattern of data insights from the prior bullet points regarding students-of-color, addressing the needs of this population has the potential to make the biggest positive impact on many other intersecting identities.
- Data from the Student Climate Survey shows that a higher proportion of female students identify as LGBTQ than male students. This has implications for some of the findings published in the latest <u>YRBS</u> showing that female students <u>and</u> LGBTQ students experienced more violence, signs of poor mental health, and suicidal thoughts and behaviors than their male, cisgender, and heterosexual peers. Given this intersection, directly addressing the needs of LGBTQ students may also lead to much better outcomes for female students, as well.

Table. Percentage of students-of-color, by atte	-	-			Sparkline Trend
SCHOOL	2020-21	2021-22	2022-23	2023-24	(not to scale)
Chippew a Valley Montessori Charter School	12.24%	10.54%	11.59%	12.13%	
Davey Elementary	19.83%	17.46%	20.22%	22.44%	
DeLong Middle	26.00%	26.22%	28.89%	28.80%	
Eau Claire Virtual School	30.43%	39.38%	32.26%	24.11%	
Flynn Elementary	24.24%	23.50%	27.23%	28.09%	
Lakeshore Elementary	25.30%	30.67%	31.71%	34.45%	
Locust Lane Elementary	30.10%	31.68%	30.87%	30.34%	
Longfellow Elementary	46.12%	44.44%	50.58%	50.76%	~
Manz Elementary	27.34%	26.63%	29.53%	26.84%	\sim
McKinley Charter School	27.67%	30.97%	43.26%	37.23%	
Meadow view Elementary	22.19%	20.42%	21.37%	25.31%	
Memorial High	20.26%	21.76%	22.81%	24.84%	
North High	23.27%	24.08%	24.61%	26.59%	
Northstar Middle	25.69%	24.15%	24.75%	23.25%	
Northw oods Elementary	24.72%	23.40%	24.84%	26.53%	
Prairie Ridge Early Learning Combined	20.08%	25.16%	26.56%	25.20%	
Early Learning	35.38%	38.33%	42.37%	35.99%	
Eau Claire Community Sites	13.54%	17.11%	18.04%	18.55%	
Putnam Heights Elementary	26.17%	22.44%	21.63%	19.43%	
Robbins Elementary	27.98%	28.35%	28.71%	27.90%	
Roosevelt ⊟ementary	26.00%	21.59%	21.96%	20.34%	
Second Avenue School	33.33%	30.00%	25.00%	38.89%	
Sherman Elementary	33.54%	32.03%	33.06%	32.24%	\sim
South Middle	24.85%	24.60%	25.54%	27.02%	

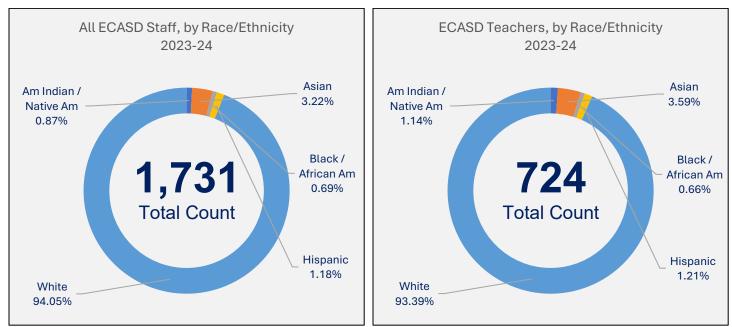
Intersectionality

The term "intersectionality" was first introduced by Kimberlé Crenshaw in 1989 to the field of legal studies as a way to describe how interlocking systems of privilege and oppression affected those who were most marginalized. Contemporary use of "intersectionality" serves as a sociological analytical framework that seeks to understand the interaction of various social identities held by a person or a group (e.g. race, class, religion, gender, etc.) and how those interactions define power and marginalization for that individual or those groups on the privilege continuum. (Smooth, 2013) The table below provides highlights of some of the *intersectional demographics* of our district's students. Note: (!) indicates data that warrants increased awareness.

Race/Ethnicity in 2023-24 Among all students who self-identified as a student-of-color (26.70% of the student population)	 48.84% 50.91% 0.24% 63.16% 17.76% 17.80% 4.14% 	identified as Female identified as Male identified as Non-binary were eligible for Free/Reduced Lunch (!) were receiving services for a documented disability were receiving services as an English Language Learner (!) were eligible for services for students experiencing homelessness
Condex Identity in 2022 24	• 12.40%	of those secondary students identified as LGBTQ
Gender Identity in 2023-24 Among all students who identified as Female (48.55% of student population)	 48.84% 39.11% 12.62% 4.34% 14.42% 	identified as a student-of-color were eligible for Free/Reduced Lunch were receiving services for a documented disability were receiving services as an English Language Learner (ELL) of those secondary students identified as LGBTQ
Gender Identity in 2023-24 Among all students who identified as Male (51.36% of student population)	 50.91% 39.06% 21.14% 5.53% 5.63% 	identified as a student-of-color were eligible for Free/Reduced Lunch were receiving services for a documented disability <mark>(!)</mark> were receiving services as an English Language Learner (ELL) of those secondary students identified as LGBTQ
Gender Identity in 2023-24 Among all students who identified as Non- binary (0.31% of student population)	19.44%47.22%13.89%	identified as a student-of-color were eligible for Free/Reduced Lunch (!) were receiving services for a documented disability
Economic Disadvantage in 2023-24 Among all students who were eligible for Free/Reduced Lunch (i.e. Economically Disadvantaged) (40.50% of student population)	 48.56% 51.04% 0.40% 43.08% 24.64% 10.21% 7.21% 	identified as Female identified as Male identified as Non-Binary identified as a student-of-color (!) were receiving services for a documented disability (!) were receiving services as an English Language Learner (ELL) (!) were eligible for services for students experiencing homelessness
Students with Disabilities in 2023-24 Among all students with disabilities (17.55% of student population)	 36.27% 63.46% 0.27% 27.91% 56.75% 5.04% 	identified as Female identified as Male <mark>(!)</mark> identified as Non-Binary identified as a student-of-color were eligible for Free/Reduced Lunch <mark>(!)</mark> were receiving services as an English Language Learner (ELL)
Students Experiencing Homelessness in 2023- 24 Among all students who experienced homelessness (2.94% of student population)	 47.87% 51.86% 54.23% 100.00% 11.28% 26.65% 	identified as Female identified as Male identified as a student-of-color (!) were eligible for Free/Reduced Lunch (McKinney-Vento eligibility) were receiving services as an English Language Learner (ELL) (!) were receiving services for a documented disability (!)
Students Receiving EL Services in 2023-24 Among all students eligible for EL services (4.98% of student population)	 42.67% 57.33% 82.37% 17.44% 2.78% 	identified as Female identified as Male were eligible for Free/Reduced Lunch <mark>(!)</mark> were receiving services for a documented disability were eligible for services for students experiencing homelessness
LGBTQ in 2023-24 (Secondary Grades) Among all secondary students who self- identified as LGBTQ on the latest Student Climate Survey (2024) (8.51% of all respondents)	 51.51% 21.73% 17.71% 25.96% 	identified as Female <mark>(!)</mark> identified as Male identified as Non-Binary identified as a student-of-color

Staff Demographics

The data tables below provide a high-level overview of available demographic information regarding our ECASD employees from the 2023-24 school year.



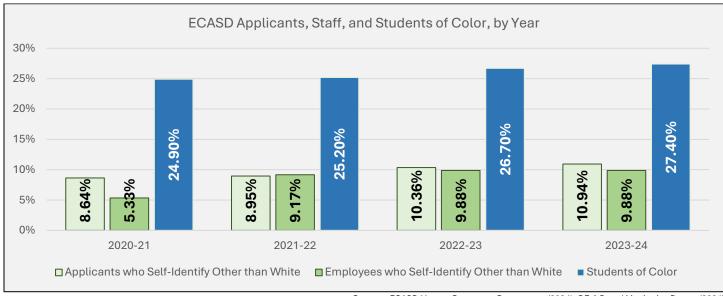
All Staff, by Race/Ethnicity (2022-23 & 2023-24)

Self-Reported Demographics by Race/Ethnicity				
	2022-23	2022-23	2023-24	2023-24
	ECASD	State	ECASD	State
Am. Indian / Native Am.	0.86%	0.43%	1.10%	0.43%
Asian & Pacific Islander	3.19%	1.13%	3.47%	1.10%
Black / African American	0.68%	4.13%	0.64%	4.43%
Hispanic	1.17%	3.58%	1.17%	4.03%
Two or More Races	0.00%	0.54%	0.00%	0.59%
White	93.31%	90.18%	90.18%	89.34%

Classroom Teachers, by Race/Ethnicity (2022-23 & 2023-24) Self-Reported Demographics by Race & Ethnicity

Set - heported Demographics by hace & Ethnicity				
2022-23	2022-23	2023-24	2023-24	
ECASD	State	ECASD	State	
0.50%	0.32%	0.83%	0.31%	
1.88%	0.93%	1.52%	1.06%	
0.38%	1.93%	0.41%	1.99%	
0.63%	2.62%	0.41%	2.99%	
0.00%	0.47%	0.00%	0.49%	
96.37%	93.66%	94.86%	93.16%	
	2022-23 ECASD 0.50% 1.88% 0.38% 0.63% 0.00%	2022-23 2022-23 ECASD State 0.50% 0.32% 1.88% 0.93% 0.38% 1.93% 0.63% 2.62% 0.00% 0.47%	2022-23 2022-23 2023-24 ECASD State ECASD 0.50% 0.32% 0.83% 1.88% 0.93% 1.52% 0.38% 1.93% 0.41% 0.63% 2.62% 0.41% 0.00% 0.47% 0.00%	

Source(s): ECASD Equal Employment Opportunity (EEO) Report 2023-24 & Wisconsin DPI Public Staff FTE 2022-23 & 2023-24



Source: ECASD Human Resources Department (2024); OE-6 Board Monitoring Report (2024)

Key Performance Indicators (KPI)

As a district, we are committed to "...identifying and addressing systemic inequities..." (Eau Claire Area School District, 2021), which refers to our use of data to understand patterns so that we can make informed decisions that meet the needs of each of our students. The Key Performance Indicators (KPI) that assist our district in monitoring and taking action on these patterns include:

KEY PERFORMANCE INDICATOR (KPI)	PROGRESS SUMMARY & DESCRIPTION
Academic Performance	Eleven (11) out of 16 academic indicators show reasonable progress being made in student academic achievement. However, additional attention should be paid to supporting students-of-color, SwD, and economically disadvantage students.
Enrollment in Courses	There are positive 3-year trends in the enrollment of most student populations in AP courses, Dual Enrollment, and CTE courses. However, additional attention should be paid to the enrollment of SwD in these courses. In addition, economically disadvantaged students and Male students are disproportionately underrepresented in AP courses, as well.
Climate Survey	The Student Climate Survey data suggest that all student populations are concerned about harassment and discrimination toward students-of-color and toward LGBTQ students, and significant attention should be paid to address the school climate experienced by LGBTQ students throughout all grade levels. In the Family Climate Survey, responses from the families of students-of-color indicated higher rates of positive responses when compared to "all respondents." Staff Climate Survey responses showed increases in belonging and wellness. See Climate Survey section for a more detailed summary.
Annual Pupil Nondiscrimination	Total complaints increased last year from 94 to 121 (22-23 & 23-24, respectively). Race, sex, sexual orientation, and disability remain the top categories of harassment/discrimination complaints. Notably, concerns about ancestry, national origin, and parental status were identified last year, too.
Disproportionality in Special Ed.	The data suggested some slow, positive progress in our district's response to Racial Disproportionality from 2020-21 through 2022-23. However, the data indicated that an increase in Racial Dispro occurred during the 2023-24 school year.
Attendance	Attendance rates across the board increased among all populations between 2022-23 through 2023-24. The highest increases in attendance rates were seen among students experiencing homelessness (9% increase from prior year); followed by Nonbinary students (4.8% increase from prior year); and American Indian/Native students (4.7% increase from prior year).
Graduation Rates	Each year among the four (4) most recent student cohorts (2020-21 through 2023-24), the 4-year graduation rates have improved among students-of-color, economically disadvantaged students, and students experiencing homelessness. Special attention should continue to be paid to the graduation of students experiencing homelessness. However, the prior school year saw a dramatic increase in graduation rates among these students (from 44% in 2022-23 to 78% in 2023-24), which should be celebrated.
In & Out of School Suspension	From 2022-23 to 2023-24, there was positive progress in addressing the suspension rates of students who identify as American Indian/Native American, Black, Hispanic, nonbinary, economically disadvantaged, and students experiencing homelessness. While progress is most certainly warranted, students who identify as Black, students with disability, and students experiencing homelessness continue to experience disproportionately higher rates of disciplinary suspension.

Academic Performance

Academic performance data from the prior year is not immediately available. However, this KPI utilizes the same data and insights found in the latest "<u>R-2 Academic Performance</u>" report (school years 2018-19 through 2022-23), which is accessible on BoardDocs and provides disaggregated data based on race/ethnicity, students with disabilities, English Language learners, and economic disadvantage (eligible for free/reduced lunch). Please reference the latest <u>R-2 Academic Performance</u> report for details.

INSIGHTS FROM THE DATA

- Eleven (11) out of 16 academic indicators from the R-2 report indicates reasonable progress being made in student academic achievement.
- The overall data indicates some overall progress, and the disaggregated data supports the conclusion that some progress in academic achievement is also being seen among different student populations--namely, in Indicator 3 in both Math & ELA for all student demographics, as well as Indicator 2 in Social Studies. More monitoring is needed in Indicator 4 for both Math & ELA to meet the needs of different demographic groups.

Reasonable Progress: To clearly define and articulate progress toward key performance indicators, the Teaching and Learning Department applies two criteria. The department considers reasonable progress of the goals as data trending in the positive direction or when three of the five years of data meet the goal statement. If there are less than two years of data available, the department determines that there is not sufficient data to determine reasonable progress.

Reasonable Progress Key				
Not Yet Making Progress	No Conclusion	Making Reasonable Progress		
×	-	\checkmark		

R-2.1: Students will "...achieve at individually appropriate and challenging levels, at or above grade level standards where applicable, across the following discipline(s)..." including EL, Math, Science, Social Studies, Physical Education, as well as Fine Arts, Global World Languages, and Career/Technical Education.

ENGLISH LANGAUGE ARTS (ELA)

- Indicator 1: The Accountability Report Card ELA Student Achievement Score will be used as a key performance indicator to measure student progress in English Language Arts.
- Indicator 2: The Accountability Report Card 3rd Grade English Language Arts Student Achievement score will be used as a key performance indicator to measure student progress in English Language Arts.
- Indicator 3: The Accountability Report Card Growth value-added score will be used as a key performance indicator to measure progress in ELA.
- Indicator 4: The Forward Exam will be used as a key performance indicator to measure student progress in English Language Arts.
- Indicator 5: The ACT (11th grade) will be used as a key performance indicator to measure student progress in English Language Arts.

Indicator 1	Indicator 2	Indicator 3	Indicator 4	Indicator 5
\checkmark	×	\checkmark	\checkmark	\checkmark

MATH

- Indicator 1: The Accountability Report Card Math Student Achievement score will be used as a key performance indicator to measure student progress in Math.
- Indicator 2: The 8th Grade Math score will be used as a key performance indicator to measure student progress in Math.
- Indicator 3: The Accountability Report Card Growth score will be used as a key performance indicator to measure student progress in Math.
- Indicator 4: The Forward Exam will be used as a key performance indicator to measure student progress in Math.
- Indicator 5: The ACT (11th grade) will be used as a key performance indicator to measure student progress in Mathematics.

Indicator 1	Indicator 2	Indicator 3	Indicator 4	Indicator 5
×	\checkmark	\checkmark	\checkmark	\checkmark

SCIENCE

- Indicator 1: The Forward Exam key will be used as a key performance indicator to measure student progress in Science.
- Indicator 2: The ACT will be used as a key performance indicator to measure student progress in Science.

Indicator 1	Indicator 2
×	×

SOCIAL STUDIES

- Indicator 1: The Forward Exam will be used as a key performance indicator to measure student progress in Social Studies.
- Indicator 2: The Wisconsin Civics Exam will be used as a key performance indicator to measure student progress in Social Studies.

Indicator 1	Indicator 2
×	\checkmark

PHYSICAL EDUCATION

• Indicator 1: The Forward Exam will be used as a key performance indicator to measure student progress in Social Studies.



FINE ARTS, GLBOAL WORLD LANGUAGES, AND CAREER & TECHNICAL EDUCATION

• Indicator 1: The number students who have enrolled and completed more than two courses in Fine Arts, World Languages, or Career and Technical Education will be used as a key performance indicator to measure appropriate and challenging levels in Fine Arts, Global World Languages and Career and Technical Education.



INSIGHTS FROM THE DATA

- Disaggregated data shows a positive year-over-year trend in the enrollment in AP courses among students who identify as Asian & Pacific Islander and Hispanic.
- A multi-year trend demonstrated an enrollment gap between female and male students enrolled in STEM courses. While the data suggests that the gap has just begun to turn around during the 2023-24 school year, attention will continue to be paid to this trend to see if positive progress continues.
- Overall, students-of-color and male students are disproportionately underrepresented in AP courses.
- There is a trend illustrating that Hispanic students continue to become a larger proportion of students receiving EL services, demonstrating the rationale behind the district's continued efforts to provide intentional resources to ensure equal access to education for these students and their families.
- The data indicates progress in the participation rates in dual enrollment courses among all student populations.
- A student population to direct attention to is regarding students with disabilities. Namely, how will our universal curriculum create the conditions where our students with disabilities can be successful and meet their individual academic goals. Ensuring continued progress to develop and implement a guaranteed and viable universal curriculum that is responsive to the needs of historically underserved and underrepresented students may support the equitable enrollment in appropriate courses among these populations.

College credit opportunities in the district include AP courses, where students can earn post-secondary education credits by completing the course and successful scores on the associated exam. Dual Enrollment and Start College Now courses are additional opportunities where students take college level courses during their enrollment as a high school student.

Wisconsin DPI recommends reviewing enrollment trends in classes and programs with disaggregated demographic data based on race/ethnicity, sex, national origin, and disability, whenever possible. When comparing enrollment data with disaggregated data in class/program enrollment, DPI suggests that a 5% disparity be considered significant. For small percentages, a representation of less than half of the overall enrollment of that population will also be considered significant, but caution should be taken to interpret data with small values. (Pupil Nondiscrimination Self-Assessment Report).

The data points in **RED** font identify populations that are negatively represented by at least <u>5% disparity when compared to overall</u> <u>enrollment OR more than half representation of the overall enrollment</u>. The data points in <u>YELLOW</u> font identify populations that are positively represented by at least 5%.

% of Students Enrolled in AP Courses, by	AP Cour	ses		
demographic & year	2020-21	2021-22	2022-23	2023-24
American Indian	0.00%	0.13%	0.35%	0.32%
Asian & Pacific Islander	2.94%	7.25%	7.33%	10.40%
Black/African American	2.21%	1.71%	1.51%	1.38%
Hispanic	2.94%	3.56%	4.07%	4.56%
White	87.50%	83.93%	83.24%	79.19%
Two or More	4.41%	3.43%	3.49%	4.14%
Stu. w/o Disabilities	99.26%	99.74%	99.30%	98.83%
Stu. w/ Disabilities	0.74%	0.26%	0.70%	1.17%
Econ Disadvantaged	16.18%	19.37%	19.56%	22.19%
Not Econ Disadvantaged	83.82%	80.63%	80.44%	77.81%
Female	68.38%	55.34%	57.74%	54.56%
Male	31.62%	44.66%	42.03%	44.90%
Nonbinary			0.23%	0.53%

% of Students Enrolled in Dual Enrollment, by	Dual Enro	llment Co	urses	
demographic & year	2020-21	2021-22	2022-23	2023-24
American Indian	0.21%	0.34%	0.67%	0.27%
Asian & Pacific Islander	7.42%	9.08%	9.27%	9.83%
Black/African American	2.06%	2.37%	2.78%	2.75%
Hispanic	5.77%	4.75%	5.48%	7.88%
White	82.47%	78.80%	77.74%	74.84%
Two or More	2.06%	4.66%	4.05%	4.43%
Stu. w/o Disabilities	96.49%	95.25%	93.59%	93.80%
Stu. w/ Disabilities	3.51%	4.75%	6.41%	6.20%
Econ Disadvantaged	19.79%	34.18%	30.10%	34.01%
Not Econ Disadvantaged	80.21%	65.82%	69.90%	65.99%
Female	52.16%	47.33%	52.53%	51.82%
Male	47.84%	52.67%	47.05%	48.01%
Nonbinary			0.42%	0.18%

% of Students Enrolled in CTE Courses, by	CTE Cou	irses		
demographic & year	2020-21	2021-22	2022-23	2023-24
American Indian	0.00%	0.00%	0.00%	0.77%
Asian & Pacific Islander	8.50%	4.82%	7.57%	7.20%
Black/African American	1.70%	0.00%	1.32%	2.96%
Hispanic	4.37%	4.82%	4.61%	6.17%
White	82.28%	87.95%	80.92%	78.79%
Two or More	3.16%	2.41%	5.59%	4.11%
Stu. w/o Disabilities	95.39%	87.95%	92.76%	86.63%
Stu. w/ Disabilities	4.61%	12.05%	7.24%	13.37%
Econ Disadvantaged	21.43%	43.90%	25.68%	36.96%
Not Econ Disadvantaged	78.57%	56.10%	74.32%	63.04%
Female	41.50%	36.14%	37.83%	37.28%
Male	58.50%	63.86%	62.17%	62.08%
Nonbinary	0.00%	0.00%	0.00%	0.64%

CTE Courses

Important note:

Data regarding CTE course enrollment should be interpreted with caution. Yearly data collection changed during this period, and interpretations regarding year-to-year comparisons or year-to-year trends cannot be made from this dataset.

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% of Students Enrolled in Arts Courses—Music, by demographic & year	Participa (Arts)	ation in M	usic Cour	ses	% of Students Enrolled in Arts Courses—Visual Arts, by demographic & year	Participation in Visual Arts Courses (Arts)				
demographic & year	2020-21	2021-22	2022-23	2023-24	by demographic & year	2020-21	2021-22	2022-23	2023-24	
American Indian	0.25%	0.40%	0.43%	0.43%	American Indian	0.66%	0.33%	0.69%	0.59%	
Asian & Pacific Islander	9.42%	10.21%	9.53%	10.29%	Asian & Pacific Islander	9.72%	9.66%	9.41%	8.56%	
Black/African American	2.12%	2.29%	2.03%	1.88%	Black/African American	2.55%	2.99%	2.77%	2.45%	
Hispanic	5.85%	6.07%	6.60%	6.96%	Hispanic	6.34%	6.67%	7.01%	8.02%	
White	77.98%	76.57%	76.70%	75.69%	White	75.80%	75.25%	74.69%	74.90%	
Two or More	4.40%	4.45%	4.70%	4.74%	Two or More	4.93%	5.11%	5.42%	5.48%	
Stu. w/o Disabilities	91.12%	87.05%	86.37%	86.16%	Stu. w/o Disabilities	86.76%	84.29%	84.64%	84.49%	
Stu. w/ Disabilities	8.88%	12.95%	13.63%	13.84%	Stu. w/ Disabilities	13.24%	15.71%	15.36%	15.51%	
Econ Disadvantaged	30.78%	37.19%	35.29%	37.38%	Econ Disadvantaged	36.77%	43.43%	41.05%	39.88%	
Not Econ Disadvantaged	69.22%	62.81%	64.71%	62.62%	Not Econ Disadvantaged	63.23%	56.57%	58.95%	60.12%	
Female	51.18%	49.37%	49.05%	51.09%	Female	53.67%	53.76%	54.52%	53.91%	
Male	48.82%	50.63%	50.35%	48.14%	Male	46.33%	46.24%	44.78%	45.25%	
Nonbinary			0.60%	0.77%	Nonbinary			0.69%	0.83%	
% of Students Enrolled in STEM Courses, by	Student	s Enrolled	in STEM (Courses	% of Students Enrolled in English Learner (EL), by		English Language Learner (EL)			
demographic & year	2020-21	2021-22	2022-23	2023-24	demographic & year	Program 2020-21	2021-22	2022-23	2023-24	

% of Students Enrolled in STEM Courses, by demographic & year	Students Enrolled in STEM Courses							
demographic & year	2020-21	2021-22	2022-23	2023-24				
American Indian	0.33%	0.31%	0.80%	0.57%				
Asian & Pacific Islander	8.80%	7.99%	8.46%	11.10%				
Black/African American	2.12%	1.45%	2.97%	1.59%				
Hispanic	3.56%	5.29%	5.49%	6.80%				
White	81.85%	80.50%	78.17%	76.10%				
Two or More	3.34%	4.46%	4.11%	3.85%				
Stu. w/o Disabilities	99.89%	99.27%	92.34%	91.73%				
Stu. w/ Disabilities	0.11%	0.73%	7.66%	8.27%				
Econ Disadvantaged	25.28%	23.44%	30.17%	31.03%				
Not Econ Disadvantaged	74.72%	76.56%	69.83%	68.97%				
Female	46.21%	45.95%	43.09%	43.60%				
Male	53.56%	54.05%	56.57%	55.95%				
Nonbinary	0.22%	0.00%	0.34%	0.45%				

% of Students Enrolled in English Learner (EL), by demographic & year	English Language Learner (EL) Program							
demographic d year	2020-21	2021-22	2022-23	2023-24				
American Indian	0.00%	0.21%	0.21%	0.19%				
Asian & Pacific Islander	74.12%	71.82%	68.21%	63.3%				
Black/African American	0.66%	1.06%	1.47%	1.30%				
Hispanic	23.46%	24.58%	27.16%	30.17%				
White	1.32%	1.69%	1.68%	3.72%				
Two or More	0.44%	0.64%	1.26%	1.30%				
Stu. w/o Disabilities	83.33%	81.78%	81.26%	81.56%				
Stu. w/ Disabilities	16.67%	18.22%	18.11%	18.44%				
Econ Disadvantaged	77.69%	83.23%	83.71%	82.94%				
Not Econ Disadvantaged	22.31%	16.77%	16.29%	17.06%				
Female	42.32%	41.95%	43.16%	42.46%				
Male	57.68%	58.05%	56.84%	57.54%				
Nonbinary	0.00%	0.00%	0.00%	0.0%				

The College Board defines STEM courses to include:

- Math as AP courses in Calculus AB, Calculus BC, Computer Science Principles, Computer Science A, and Statistics
- Science as AP courses in Biology, Chemistry, Environmental Science, Physics 1, Physics 2, Physics B, Physics C: Electricity and Magnetism, and Physics C: Mechanics

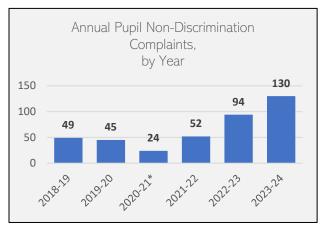
Annual Pupil Nondiscrimination Reports

Each year, districts are required to submit a compliance report to the Wisconsin Department of Public Instruction (DPI) outlining the total number of student discrimination and harassment complaints received each year.

INSIGHTS FROM THE DATA

- The total number of complaints increased from 2022-23 through 2023-24 by 28.7% (94 to 121, respectively). This trend is consistent with an increased awareness of the reporting procedures and documentation. At the same time, the data informs the continued urgency to address and prevent harassment & discrimination.
- Race, sex, sexual orientation, and disability are the primary forms of harassment & discrimination, which is consistent with historical patterns.
- New complaints related to protected classes of national origin, ancestry, and pregnancy/parental/marital status emerged last year, and while there isn't enough data to suggest a trend, this will certainly be an area to watch closely.

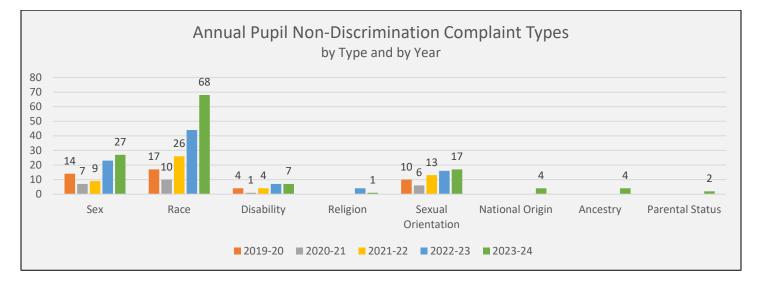
The District recognizes that discrimination and harassment is often *underreported* in schools. Over the past two school years, intentional EDI Training focused on developing the skills for staff members to address racist, homophobic, and harassing behavior. One component of this training was to communicate the importance of appropriately reporting and responding to instances of harassment, based on a protected class (i.e. race/ethnicity, sexual orientation, gender, etc.). The 80.1% increase (54 to 94) in the total number of Annual Pupil Non-Discrimination Complaints between the 2021-22 and 2022-23 school year, as well as the 38.3% increase (94 to 130) between the 2022-23 and 2023-24 school year is a predictable result of the District's attempt to create a culture of reporting, which will allow us to more accurately understand the prevalence of these behaviors so we can more appropriately address them. At the same time, attention will continue to be paid to responding to the increasing reports of Pupil Nondiscrimination complaints and concerns.



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Note that the data from 2020-21 school year should be interpreted with caution given the impact of COVID-19 and the implementation of virtual learning during this year.

In addition, this dataset reflects the number of complaint types (formal, informal, etc.) and <u>does not</u> represent the number of unique students reporting harassment or discrimination.



Climate Survey – Safe & Supportive Learning Environment

The District distributes four (4) distinct survey questionnaires during each spring term to get feedback on how the District is doing in a number of key areas. These surveys including 1) a Student Climate Survey—Elementary; 2) a Student Climate Survey—Secondary; 3) a Family Climate Survey; and 4) a Staff Climate survey. Detailed data tables found in <u>Appendix A</u> of this report.

INSIGHTS FROM THE DATA-Climate Surveys

Student Climate Survey—Elementary: Grades 3-5 (11 questions)

- Data from students who identify as nonbinary is a relatively small cell size (31 respondents or 1.6% of all respondents). However, there is an internally consistent trend that suggests a pattern of negative disproportionality in their perception of their school climate. For instance, feelings of safety (see question 8) is significantly disproportionate when compared to *All Respondents*. In addition, this population's perceptions about student-to-student contact and trusted adult relationships are also disproportionately negative (see questions 5, 7, 8, & 9).
 - #5 Teachers treat me with respect (All Respondents=88.8%; Nonbinary=77.4%)
 - #7 I get along with other students (All Respondents=81.5%; Nonbinary=64.5%)
 - #8 I feel safe at school (All Respondents=67.7%; Nonbinary=67.7%)

Student Climate Survey—Secondary: Grades 6-12 (48 questions)

- Students perceive teachers having high expectations of them, as well as a perception that teachers and adults are available to talk, when needed and that there are opportunities to engage or participate in class.
- The data show that the student-to-student relationships and the perception of positive student interactions are decreasing over time. Building trust, respect, and community among students will require attention to build a safe and supportive learning environment. (See questions 10, 11, 17, 19, 20, 21, and 41).
- Disaggregated data suggests that all student populations are concerned about bullying, harassment, and discrimination that target LGBTQ students.
- A notable trend shows an increased concerns about teasing, harassment, and bullying based on race/ethnicity, disability, and LGBTQ status, which is consistent with the data from the Annual Pupil Nondiscrimination complaint types (see Annual Pupil Nondiscrimination section on pg. 16 above).

Family Climate Survey (37 questions)

- Family perceptions of schools are particularly positive in the sub-domains of *emotional safety* and *how* schools support student-to-student relationships.
- On a number of measures, the family members of BIPOC students responded with higher positive responses when compared to *All Respondents*. For instance, over the last 3 years, the data indicates that a higher proportion of families-of-color feel comfortable talking to someone at the school about their child's behavior than the data for *All Respondents* (see question 7). This pattern appears to be found in some form throughout the different sub-domains of the Family Climate Survey. This might suggest that the intentional attention and professional learning has helped to cultivate an environment where families feel more connected to the staff at their child's school.

• Areas of concern that show increased urgency among families include their perception of racist conflict, physical fighting, and bullying at school (see questions 15-18).

Staff Climate Survey (77 questions)

- Positive increases in staff perceptions were found in the sub-domain "Parent/Guardian & Families" suggesting that over the past 3 school years, staff perceive an increase in the quality of family engagement and family participation in schools.
- There is a positive trend in staff perceptions regarding their sense of belonging and community at their school/building (see questions 14-15).
- It is notable that the perception of *LGBTQ* staff is consistently and negatively disproportionate when compared to *All Respondents*, as well as to other demographic populations. Because of this consistent disproportionality throughout the Staff Climate Survey, it suggests that additional efforts should be taken to identify what a safe and inclusive workplace looks like for staff who identify as LGBTQ.
- Another very promising sub-domain relates to communication between the district and the staff/schools. These positive trends are seen in questions related to *shared decision making* and *staff agency*.
- When staff are asked about student climate, their perception is much more positive than what is reflected in the Student Climate Survey data (see questions 29-37).
- Staff responses suggest that there is a generally positive perception about the instructional environment. However, a notable outlier is regarding the staff's perception about programs and resources available to support students with disabilities.

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How to Read the Climate Survey Data Tables

Go to Appendix A to review each Climate Survey Data Tables.

AREA SCHOOL DISTRICT 2021-22 through 2	STUDENT CLIMATE SURVEY 3-YEAR TREND (Secondary) 2021-22 through 2023-24 Combined Percentage of Positive Responses & By Demographics (Grades 6-12)								
ENGAGEMENT: CULTURAL & LINGUISTIC COMPETENCE 2021-2022-2023-									
 All students are treated the same, regardless of whether their	parents are rich or poor.	22	23	24	(not to scale)				
			3						
All Res	oondents (Grades 6-12)	66.8%	64.9%	59.6 %					
	Students of Color	66.1%	61.7%	55.8%					
	LGBTQ Students		55.5%	47.7%	/				
2		63.8%	55.7%	/					
	Male		68.4%	65.8%	/				
	Nonbinary		50.0%	36.5%	/				

2023-24 Responses (Numeric)						2023-24 Responses (Graphic)							2023-24 Response Rate	2023-24 Statistical Info				
Do Not Know	Strongly Disagree	Disagree	Agree	Strongly Agree							Mean (Scale: 1-4)	Median (Scale: 1-4)	Standard Deviation		Interpretation of the Mean			
11.5%	8.2%	20.7%	43.9%	15.7%	11.5%	8.2%	20.7%		43.9%		15.7%		3603	3.44	4.00	1.19	0.02	The avg. response is Agree
13.1%	9.1%	22.1%	39.3%	16.5%	13.1%	9.1%	22.1%		39.3%		16.5%		950	3.37	4.00	1.52	0.05	The avg. response is Disagree
11.9%	11.3%	29.1%	36.9%	10.8%	11.9%	11.3%	29.1%		36.	9%	10.8%	1	497	3.23	3.00	1.40	0.06	The avg. response is Disagree
8.9%	9.2%	26.3%	42.8%	12.9%	8.9%	.2%	26.3%		42.8%		12.9%		1775	3.42	4.00	1.37	0.03	The avg. response is Agree
12.5%	6.8%	15.0%	46.4%	19.4%	12.5%	6.8%	15.0%	46.	4%		19.4%		1899	3.53	4.00	1.50	0.03	The avg. response is Agree
23.5%	11.8%	28.2%	30.6%	5.9%	23.	5%	11.8%	28.2%		30.6%	5.9%	1	94	2.84	3.00	1.46	0.15	The avg. response is Disagree
					5							1					7-	

- Question from the Climate Survey. Each climate survey asked a variety of self-perception questions that related to a number of domains and sub-domains. For more details on the domains/subdomains, see the description of each Climate Survey below.
- 2 Available demographics. Each climate survey asked for different demographic information from the respondents (based on a number of factors, including age-appropriateness, audience, and intended use of information). The data for "All Respondents" is bolded and is used for internal comparison between demographics in each question.
- Year. The annual climate survey takes place in the Spring. Historically, the surveys were conducted in May or June. However, in collaboration with Teaching & Learning, the climate surveys were conducted in March starting in the 2023-24 school year in order to align and coordinate its timing with other academic assessments (i.e. Forward, STAR, ACT, etc.).
- Positive Responses. The data points shown in the table indicate "positive responses," which is a combined percentage of "Strongly Agree" and "Agree." For comparison purposes, reverse calculations for appropriate questions combine percentages of "Strongly Disagree" and "Disagree."
 - Data in **RED font** represents a (-5%) disproportionality when compared to the data of "All Respondents" in each question.
 - In the "Student Climate Survey—Secondary," YELLOW font represents a (+5) disproportionality when compared to the data of "All Respondents" in each question.
 - All Responses. Response data is represented in two tables that represent the same data set. One table is a numeric table and another table is a stacked horizontal bar chart. Both tables are provided for transparency and for ease of comparison.
- **RED Exclamation Point**. These icons indicate data trends that deserve close attention. Most of these icons correspond with year-over-year data trends that suggest decreasing positive trends **AND/OR** suggest significant disproportionality when compared to "All Respondents."
- Mean Average. The mean average is a numeric representation of the ordinal Likert responses. A scale of 1-4 generally corresponds with: 1=Strongly Disagree; 2=Disagree; 3=Agree; 4=Strongly Agree (or its equivalent). Using a standardized scale score, the Mean Average is interpreted to generally represent one of the four responses in the four-point Likert scale (or its equivalent).

Racial Disproportionality in Special Education

Wisconsin DPI is responsible for ensuring that districts are accountable for recognizing and taking action when students-of-color are identified as students with disabilities at substantially higher rates than their peers. While all children who require special education services should certainly be appropriately identified and supported, this must be balanced with ensuring that no child is inappropriately identified for special education services. Regarding the Eau Claire Area School District, the District's identification of "Racial Disproportionality in Special Education" means that for three consecutive years, the District has a risk ratio of 2.0 or greater for a racial/ethnic group for a disability category and meet other criteria in this definition. Risk ratios are calculated by dividing the *risk for a racial group for students with disabilities / risk for comparison group for students with disabilities* (where a comparison group being the remaining racial/ethnic categories).

Racial/ethnic categories are defined by the Wisconsin DPI using the following categories: Hispanic, American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. See DPI's <u>Data Elements website</u> for more details on racial/ethnic categories. Learn more about Special Education disproportionality by visiting DPI's <u>Significant Disproportionality in Special</u> <u>Education</u> website.

Specific Disability Category	Racial Identity	Risk Ratio (2020-21)	Risk Ratio (2021-22)	Risk Ratio (2022-23)	Risk Ratio (2023-24)
Emotional Behavioral	Black or African American	3.0247	3.5343	2.847	3.5793
Specific Learning	Black or African American	2.5125	2.2823	2.1447	2.3136

Table. Specific Disability Category and Risk Ratio by Race/Ethnicity: Change Over Prior 4-years

INSIGHTS FROM THE DATA-Racial Disproportionality in Special Education

The data continues to indicate an overrepresentation of Black or African American students identified as having "<u>Emotional/Behavioral</u>" disabilities, as well as Black or African American students identified as having "<u>Specific Learning</u>" disabilities.

Response to Disproportionality

A root cause analysis and a needs assessment concluded that the district will need to break the data down even further to better understand the trends that will inform how our district will better serve both students with disabilities and students from underrepresented racial/ethnic categories in order to bring this overrepresentation into parity. These strategies and/or actions include:

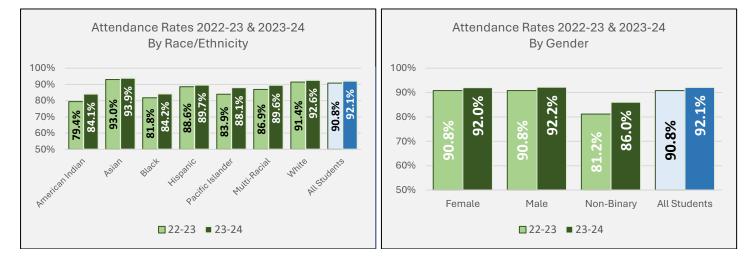
- More in-depth root cause analysis at building level, in addition to the district level
 - o Deeper analysis of policy, practices, and procedures to further identify contributing factors
- Further developing and refining a district organizational structure to coordinate and support the implementation of an EMLSS system in each building through the braiding of academic, social-emotional, and behavior support in all aspects of ECASD's EMLSS framework.
- Operationalize the District EMLSS Framework through the implementation of the District's strategic plan
- Apply the safe and supportive learning environment framework to our ECASD Instructional Framework
 - o Implementation of the ECASD Equity Action Plan
 - o Intentional focus on inclusive practices
- Roll out of the K-12 universal SEL Screener
- Attendance at the disproportionality conference in Green Bay at the end of June to better understand the research and apply the strategies that will impact change.

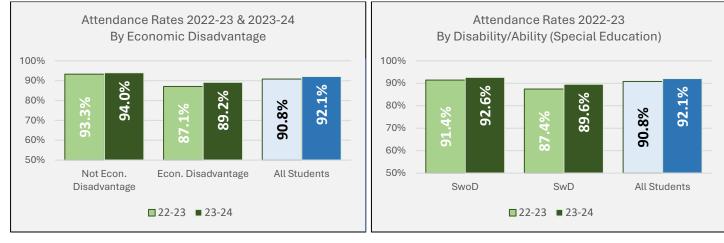
Attendance

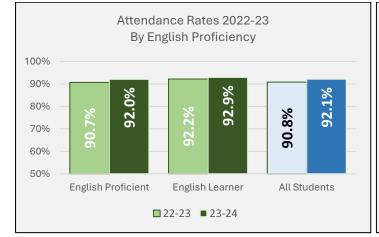
Attendance rates are calculated by taking the "actual days of attendance" divided by the "possible days of attendance." The data tables below disaggregate attendance rates for the past two years through various social identities for comparison.

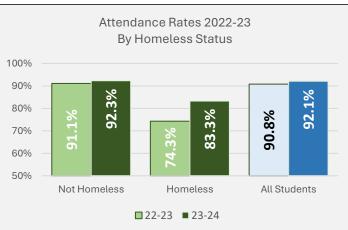
INSIGHTS FROM THE DATA – Attendance

- Year-over-year attendance rates across all demographics increased from the 2022-23 school year to the 2023-24 school year. This positive year-over-year change in the overall and disaggregated attendance rates is correlated with an intentional focus throughout the district to removing barriers to student attendance (e.g. transportation, case management, follow up, proactive engagement, etc.).
- One of the largest increases in attendance rates between the two school years was from students experiencing homelessness (9.0% increase). This growth in the attendance rate among this population comes during a year when additional staffing and support personnel were allocated to intentionally support this population of students at both the elementary and secondary levels.









A

Graduation Rates

Graduation rates are calculated based on the student cohort year. A student is assigned to a graduation rate cohort based on two factors: 1) school year of the student's first high school enrollment period in Wisconsin, and 2) student's grade level placement at the time of that first high school enrollment period. This report provides two different visualizations for the reader to review graduation rates. This first set of tables in <u>Visualization 1</u> will provide graduation rates by Student Cohort for the four (4) most recent student cohorts.

INSIGHTS FROM THE DATA – Graduation Rates

- The data suggests that there has been some improvement across the prior four years in the student graduation rates, especially amongst students-of-color, male students, economically disadvantaged, and students experiencing homelessness.
- There has been notable success in increasing the graduation rates of students who are experiencing homelessness. For example, over the prior two school years, 42.9% of homeless 12th graders graduated in 2022-23 compared to 76.9% of homeless 12th graders who graduated recently in 2023-24.

Graduation Rates – Visualization 1 Table 1. Graduation Rates for Student Cohort 2024

COHORT 2023-24									
SCHOOL YEAR	2020-21	2021-22	2022-23	2023-24					
GRADUATION RATE				4-Year					
All students				87.90%					
Am. Indian / Native Am.*				*					
Asian & Pac. Islander				95.9%					
Black or African Am.				73.3%					
Hispanic				85.7%					
White				89.2%					
Two or More				75.0%					
Female				86.8%					
Male				88.8%					
Nonbinary*				*					
Not Econ Disadvantage				92.5%					
Econ Disadvantage				80.3%					
SwoD				93.6%					
SwD				58.4%					
Eng Proficient				88.5%					
Not Eng Proficient (EL)				71.9%					
Not Homeless				88.1%					
Homeless				80.0%					

Table 2. Graduation Rates for Student Cohort 2023

COHORT 2022-23									
SCHOOL YEAR	2020-21	2021-22	2022-23	2023-24					
GRADUATION RATE			4-Year	5-Year					
All students			89.4%	92.9%					
Am. Indian / Native Am.*			*	*					
Asian & Pac. Islander			90.0%	95.0%					
Black or African Am.			75.0%	78.6%					
Hispanic			74.5%	80.9%					
White			92.3%	94.8%					
Two or More			79.1%	88.4%					
Female			90.7%	93.5%					
Male			88.2%	92.3%					
Nonbinary*			*	*					
Not Econ Disadvantage			96.2%	97.4%					
Econ Disadvantage			76.9%	84.6%					
SwoD			93.6%	95.9%					
SwD			61.0%	71.6%					
Eng Proficient			90.0%	93.1%					
Not Eng Proficient (EL)			58.8%	82.4%					
Not Homeless			90.9%	93.7%					
Homeless			42.3%	57.9%					

Table 3. Graduation Rates for Student Cohort 2022

COHORT 2021-22				
SCHOOL YEAR	2020-21	2021-22	2022-23	2023-24
GRADUATION RATE		4-Year	5-Year	6-Year
All students		87.70%	91.0%	92.6%
Am. Indian / Native Am.*		*	*	*
Asian & Pac. Islander		86.6%	89.6%	90.9%
Black or African Am.		63.2%	78.9%	83.3%
Hispanic		76.7%	79.1%	86.0%
White		90.1%	93.1%	93.9%
Two or More		79.5%	84.6%	87.2%
Female		90.1%	93.7%	95.0%
Male		85.6%	88.6%	90.5%
Nonbinary*			*	*
Not Econ Disadvantage		93.9%	95.8%	96.8%
Econ Disadvantage		76.1%	82.0%	84.8%
SwoD		91.1%	93.8%	94.6%
SwD		60.0%	68.9%	76.7%
Eng Proficient		88.1%	81.2%	92.8%
Not Eng Proficient (EL)		75.0%	82.6%	87.0%
Not Homeless		88.6%	91.7%	93.2%
Homeless		40.0%	46.2%	50.0%

Table 4. Graduation Rates for Student Cohort 2021

COHORT 2020-21					
SCHOOL YEAR	2020-21	2021-22	2022-23	2023-24	
GRADUATION RATE	4-Year	5-Year	6-Year	7-Year	
All students	86.6%	90.6 %	91.8 %	92.6%	
Am. Indian / Native Am.*	*	*	*	*	
Asian & Pac. Islander	85.5%	87.2%	91.0%	92.3%	
Black or African Am.	63.2%	70.6%	70.6%	70.6%	
Hispanic	73.5%	82.4%	85.3%	85.3%	
White	89.4%	92.8%	93.6%	94.4%	
Two or More	70.6%	78.8%	78.8%	78.8%	
Female	87.6%	90.7%	91.0%	92.0%	
Male	85.5%	90.5%	92.5%	93.3%	
Nonbinary*			*	*	
Not Econ Disadvantage	91.9%	94.8%	95.6%	96.3%	
Econ Disadvantage	74.7%	81.2%	83.2%	84.3%	
SwoD	90.8%	93.3%	93.6%	94.0%	
SwD	53.8%	69.7%	77.8%	82.0%	
Eng Proficient	86.8%	90.5%	91.7%	92.6%	
Not Eng Proficient (EL)	75.0%	93.8%	93.8%	93.8%	
Not Homeless	87.6%	91.0%	92.2%	93.1%	
Homeless	28.6%	55.6%	55.6%	55.6%	

Graduation Rates – Visualization 2

This second set of tables in <u>Visualization 2</u> also provides the graduation rates for the four (4) most recent student cohorts. Each table provides information about what the graduation rates were during a given school year. For instance, in 2021-22, the 4-year graduation rates for *All Students* was 87.7% (see Table 1), and during this same year, the 5-year graduation rate for *All Students* was 90.60% (see Table 2).

Table 1. 4-Year Graduation Rates for Prior Four (4) School Years

Comparing 4-Year Graduation Rates, by Year				
SCHOOL YEAR	2020-21	2021-22	2022-23	2023-24
All students	86.6%	87.7%	89.4%	87.9 %
Am. Indian / Native Am.*	*	*	*	*
Asian & Pac. Islander	85.5%	86.6%	90.0%	95.9%
Black or African Am.	63.2%	63.2%	75.0%	73.3%
Hispanic	73.5%	76.7%	74.5%	85.7%
White	89.4%	90.1%	92.3%	89.2%
Two or More	70.6%	79.5%	79.1%	75.0%
Female	87.6%	90.1%	90.7%	86.8%
Male	85.5%	85.6%	88.2%	88.8%
Nonbinary*			*	*
Not Econ Disadvantage	91.9%	93.9%	96.2%	92.5%
Econ Disadvantage	74.7%	76.1%	76.9%	80.3%
SwoD	90.8%	91.1%	93.6%	93.6%
SwD	53.8%	60.0%	61.0%	58.4%
Eng Proficient	86.8%	88.1%	90.0%	88.5%
Not Eng Proficient (EL)	75.0%	75.0%	58.8%	71.9%
Not Homeless	87.6%	88.6%	90.9%	88.1%
Homeless	28.6%	40.0%	42.3%	80.0%

Table 2. 5-Year Graduation Rates for Prior Four (4) School Years

Comparing 5-Year Graduation Rates, by Year				
SCHOOL YEAR	2020-21	2021-22	2022-23	2023-24
All students		90.60%	91%	92.9%
Am. Indian / Native Am.*		*	*	*
Asian & Pac. Islander		87.2%	89.6%	95.0%
Black or African Am.		70.6%	78.9%	78.6%
Hispanic		82.4%	79.1%	80.9%
White		92.8%	93.1%	94.8%
Two or More		78.8%	84.6%	88.4%
Female		90.7%	93.7%	93.5%
Male		90.5%	88.6%	92.3%
Nonbinary*			*	*
Not Econ Disadvantage		94.8%	95.8%	97.4%
Econ Disadvantage		81.2%	82.0%	84.6%
SwoD		93.3%	93.8%	95.9%
SwD		69.7%	68.9%	71.6%
Eng Proficient		90.5%	81.2%	93.1%
Not Eng Proficient (EL)		93.8%	82.6%	82.4%
Not Homeless		91.0%	91.7%	93.7%
Homeless		55.6%	46.2%	57.9%

Table 3. 6-Year Graduation Rates for Prior Four (4) School Years

Comparing 6-Year Graduation Rates, by Year				
	2020-21	2021-22	2022-23	2023-24
All students			91.80%	92.60 %
Am. Indian / Native Am.*			*	*
Asian & Pac. Islander			91.0%	90.9%
Black or African Am.			70.6%	83.3%
Hispanic			85.3%	86.0%
White			93.6%	93.9%
Two or More			78.8%	87.2%
Female			91.0%	95.0%
Male			92.5%	90.5%
Nonbinary*			*	*
Not Econ Disadvantage			95.6%	96.8%
Econ Disadvantage			83.2%	84.8%
SwoD			93.6%	94.6%
SwD			77.8%	76.7%
Eng Proficient			91.7%	92.8%
Not Eng Proficient (EL)			93.8%	87.0%
Not Homeless			92.2%	93.2%
Homeless			55.6%	50.0%

Table 4. 7-Year Graduation Rates for Prior Four (4) School Years

Comparing 7-Year Graduation Rates, by Year				
	2020-21	2021-22	2022-23	2023-24
All students				92.6%
Am. Indian / Native Am.*				*
Asian & Pac. Islander				92.3%
Black or African Am.				70.6%
Hispanic				85.3%
White				94.4%
Two or More				78.8%
Female				92.0%
Male				93.3%
Nonbinary*				*
Not Econ Disadvantage				96.3%
Econ Disadvantage				84.3%
SwoD				94.0%
SwD				82.0%
Eng Proficient				92.6%
Not Eng Proficient (EL)				93.8%
Not Homeless				93.1%
Homeless				55.6%
			Source: WIS	Edash Secure

*Cell sizes are too small to display

Notable Graduation Data

% of Graduating Seniors who Have Experienced Homelessness, by Year			
	% of Seniors Experiencing Homelessness who Graduated		
2020-21	23.1%		
2021-22	33.3%		
2022-23	42.9%		
2023-24	76.9%		

In-School & Out of School Suspension

The following charts and data tables provide a comparison between the proportion of students suspended disaggregated by group identity compared to their respective population size in the ECASD student population. For the purposes of this report, *In School Suspensions & Out of School Suspensions* are combined in the charts below.

INSIGHTS FROM THE DATA – Suspension Rates

- From 2022-23 to 2023-24, there was some positive progress in addressing the suspension rates of students who identify as American Indian/Native American, Black, Hispanic, nonbinary, economically disadvantaged, and students experiencing homelessness.
- Although some progress is demonstrated in the data, students who identify as Black, students with disability, and students experiencing homelessness continue to experience disproportionately higher rates of disciplinary suspensions.

In this report, disproportion is calculated with the following formula: Disproportion = (S-P) / P, where S=Suspension Rate, P=Student Population. A disproportion of zero (0) means that the suspension rates is equal to the proportion of students in that population. An (!) indicates a disproportion of 1.00 or higher, meaning that the suspension rate is at least 100% (or twice as high) or higher when compared to the student population.

2022-23 2023-24 Suspension Student Suspension Student Disproportion Disproportion Rate Population Rate Population Am. Indian / Native Am. 1.49% 1.48 0.72% 0.28 0.60% ! 0.56% Asian & Pacific Islander 3.27% 10.22% -0.68 2.64% 10.13% -0.74 12.20% 3.73 T. 11.51% 2.51% 3.59 Black / African American 2.58% т 0.89 7.02% 0.67 Hispanic 12.50% 6.61% 11.75% White 59.23% 73.77% -0.20 65.23% 73.30% -0.11 Two or More Races 11.31% 6.22% 0.82 8.87% 6.48% 0.37 31.55% -0.35 48.55% -0.33 Female 48.27% 32.38% Male 67.26% 51.46% 0.31 67.38% 51.36% 0.31 Nonbinary 1.19% 0.28% 3.25 0.24% 0.31% -0.23 Not Econ. Disadvantage 26.19% 61.88% -0.58 24.29% 59.50% -0.59 Econ. Disadvantage 73.81% 38.12% 0.94 75.71% 40.50% 0.87 -0.41 45.52% SwoD 49.56% 83.99% 82.45% -0.45 SwD 50.44% 16.01% 2.15 54.48% 17.55% 2.10 1 1 **English Proficient** 97.32% 95.64% 0.02 97.14% 95.04% 0.02 -0.39 2.86% 4.96% **English Learners** 2.68% 4.36% -0.42 90.18% 97.33% -0.07 92.86% 97.06% -0.04 Students not Homeless **Homeless Students** 9.82% 2.67% 2.68 7.14% 2.94% 1.43

Total Suspensions, by demographics and year

Source: WISEdash Secure (2024)

Our Foundation: Systems & Frameworks

Our District's commitment to equity, diversity, and inclusion explicitly recognizes, examines, and addresses the systemic manifestations of oppression and racism in our District, as well as in all aspects of our governance policies, processes, practices, and outcomes. We recognize that the success of our District's EDI efforts relies on the degree to which EDI is formally embedded throughout our District. To that end, we have intentionally sought ways to design equity into our systems and daily practice. These are the inputs that drive our outcomes (key performance indicators). The following systemic practices, which include the design and implementation of our Equitable Multi-Level Systems of Support (E-MLSS), our Instructional Framework, and Positive Behavioral Interventions and Supports (PBIS).

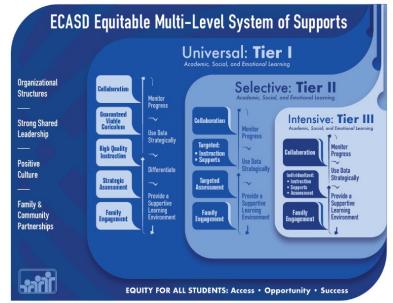
Equitable Multi-Level Systems of Support

The ECASD Equitable Multi-Level Systems of Support (E-MLSS) framework serves as a comprehensive framework that informs the work of all ECASD teachers and staff members, and it sets forth a holistic vision of an integrated and coherent system of academic, behavioral, social, and emotional supports to ensure equitable success for *every* learner. In short, E-MLSS is a systemic equity framework (Wisconsin DPI, 2023).

At the core of E-MLSS, **equity** for each student serves as the foundation of the framework in order to meet the **diverse** and unique academic needs of our students. With elements such as a strong universal level of support in the use of a guaranteed viable curriculum, high-quality instruction, strategic use of data, collaboration among key partners, and engagement with our families, we can ensure that **inclusion** is attainable for each student to be successful in our schools.

Instructional Framework

How we teach in the Eau Claire Area School District is just as important as *what* we teach. Informed by the ECASD Teaching & Learning Strategic Plan and completed in August 2022 with



ECASD Equitable Multi-Level Systems of Support Framework (2022)

implementation having taken place across the District during the Fall 2022 term, the instructional framework serves as an interrelated set of systems that when implemented with fidelity provides high quality instruction within a supportive learning environment across all classrooms and schools.

In alignment with the E-MLSS, the instructional framework was designed with equity, diversity, and inclusion from the start and these systems include expectations for:

- what students will learn
- instructional strategies and practices to guide student learning and assessment, and
- professional learning to address identified needs

Positive Behavior Interventions and Supports (PBIS)



Students at Robbins Elementary (2023)

Creating safe, predictable, and equitable learning environments is at the core of academic success for our students. PBIS serves as a systemic framework that informs behavior intervention practices that are culturally responsive and culturally appropriate for *all* our students.

ECASD continues to use Positive Behavior Interventions and Supports (PBIS) as the framework to guide the implementation of our social, emotional and behavioral systems. Within the framework, there is a tool called the Tiered Fidelity Inventory (TFI) which uses a series of rubrics to measure how schools are implementing the core features of this framework. The TFI is divided into three sections (Tier 1: Universal SWPBIS Features; Tier 2:

Targeted SWPBIS Features; and Tier 3: Intensive SWPBIS Features). Generally, any tier scored at 70% or higher will start to produce positive outcomes for students. When a school reaches 70% or higher at a given tier, they are considered "at fidelity." The tables below provide our latest self-reported scores from each ECASD school regarding their current progress toward full implementation throughout the three tiers of PBIS.

ECASD continues to use the 2.1 version of the Tiered Fidelity Inventory as the updated version (3.0) has not been released as of yet. Teams have been working to increase the focus on equity, mental health, and classroom implementation of PBIS in an effort to continue growing systems and increasing outcomes for students.

ECASD Elementary School(s) TFI Tier I & Tier II Scale Score (2022-23)

School Name	Tier 1 Percentage Implemented	Tier 2 Percentage Implemented	Tier 3 Percentage Implemented
CV Montessori Charter	87%	73%	N/A
Flynn Elementary	90%	88%	21%
Lakeshore Elementary	73%	77%	N/A
Locust Lane Elementary	73%	88%	N/A
Longfellow Elementary	70%	62%	62%
Manz Elementary	80%	77%	N/A
Meadowview Elementary	77%		N/A
Northwoods Elementary	97%	92%	94%
Putnam Heights Elementary	90%	85%	N/A
Robbins Elementary	73%	85%	N/A
Roosevelt Elementary	77%	88%	N/A
Sam Davey Elementary	90%	73%	35%
Sherman Elementary	97%	100%	N/A

ECASD Middle School(s) TFI Tier I & Tier II) Scale Score

School Name	Tier 1 Percentage Implemented	Tier 2 Percentage Implemented	Tier 3 Percentage Implemented
Delong Middle School	93%	77%	32%
Northstar Middle School	77%	77%	53%
South Middle School	77%	65%	N/A

ECASD High School(s) TFI Tier I & Tier II) Scale Score

School Name	Tier 1 Percentage Implemented	Tier 2 Percentage Implemented	Tier 3 Percentage Implemented
McKinley Charter School	100%	81%	N/A
Memorial High School	73%	69%	N/A
North High School	60%	65%	21%



A classroom at North High School (2023)

EDI Strategic Action Plan 2023-24 through 2027-28

This three-year plan closed on June 2023 and a process to develop a new EDI Strategic Plan will take place over the course of the 2023-24 school year. The process to do so will include using the Fall 2023 semester to review the summative progress over the course of the 3-year plan and to gather feedback from students, families, staff, and other key partners on how this progress informs our new EDI action items moving forward through the next five years (2023-24 through 2027-28). It is anticipated that the Spring 2024 semester will be used to finalize the updated EDI Strategic Action Plan.

Consideration 1. The first consideration in an EDI Strategic Action Plan will be to build upon existing strategic plans. Namely, the Teaching & Learning Strategic Plan already sets into motion a variety of efforts that align with the Equity Statement, and building upon this framework will minimize confusion and maximize implementation of the actions outlined in the revised EDI Strategic Action Plan. Moreover, this coordination of strategic plans will ensure the appropriate resources are allocated and aligned to meet the District's strategic direction.

Consideration 2. The EDI Strategic Action Plan will focus heavily on normalizing and embedding equitable and culturally responsive practices into normative practices throughout the District and schools.

Consideration 3. There is a critical mass of staff, students, families, and community members who are committed to supporting the Board's Equity Statement. As such, developing systems that ensure these committed individuals have opportunities to participate and engage in the planning and implementation of these equitable practices is a high priority.

Based on the outcomes and the key performance metrics that were highlighted in this report, the planning process continues with articulating the following EDI Strategic Priorities. Please note, throughout the planning process, these Strategic Priorities may be subject to revisions for clarity.

egic		Collaboration	Establish collaborative teams in which members work interdependently to achieve common goals that directly impact student achievement.
ng Strategic s		Guaranteed & Viable Curriculum	Develop high-leverage, evidenced-based teaching practices, delivered through an agreed- upon instructional framework for inclusive, well-managed supportive learning environments.
Learning Priorities	High Quality In	High Quality Instruction	Create a guaranteed & viable curriculum that gives students access to the same essential learning regardless of who is teaching the class and can be taught in the time allotted.
Teaching & I Pi	: Priorities	Strategic Assessment	Use data to determine if students have met standards and benchmarks. Monitor progress toward post-secondary readiness including academic, social, and emotional preparedness demonstrated via knowledge, skills, and habits.
Теас	Strategic	Family & Community Engagement	Embrace, engage, and empower families through respectful relationships, information & resources, and building cultural bridges.
	EDI Str	Positive Culture & Climate	Creating a safe and supportive learning environment ensuring that students, families, staff, and visitors are supported, connected, respected, and included (climate)—and ensuring that our daily practices and actions (culture) reflect that.
	Personnel Readiness		Recruiting, retaining, supporting, and preparing a highly qualified staff that is not only representative of the students and families we serve but also prepared to engage in equitable and culturally responsive practices through their respective roles and responsibilities.
		Organizational Readiness	Ensuring that our resources, policies, practices, and systems are in alignment to meet our Equity Statement and Equity Strategic Action Plan.

In alignment with our Teaching & Learning and our EDI Strategic Priorities, the following are identified as specific goals that will guide our process of continual improvement toward meeting our EDI commitment. Ongoing feedback from students, families, school leaders, employees, and other key partners will inform additional goals and objectives as this plan evolves.

Progress on Prior Year's Goals

1-Year Goals. By June 30, 2024, the District will...

2023-24 Goal Statement	Progress	Progress Narrative & Description
actively reach out to our families, students, and staff to host feedback sessions on how the District can meet our EDI commitment, which will inform the action items within our EDI Strategic Priorities.	Completed & Ongoing	Community outreach sessions were completed in the 2023-24 school year with ECASD SENSE PTA; ECASD Hmong PTA; ECASD Equity Steering Committee; City of Eau Claire's EDI Lead; City of Eau Claire's BIPOC Steering Committee; Eau Claire Chamber of Commerce DEI Taskforce; as well as session with families interested in supporting Black & Bi-racial students. Moreover, outreach and Q&A sessions were organized with GSA student organizations at both high schools, at the Hmong American Peem Tsheej Club at both high schools; and with BIPOC and underrepresented staff/employees.
		A new Staff of Color <i>Employee Resource Group</i> hosted a series of four (4) "racial stress & healing" sessions, led by a licensed mental health clinician. These closed group sessions served as a therapeutic place to share and validate the unique experiences of staff of color, while also identifying healthy strategies and skills to support them in their workplace.
		The district partnered with 4-H of Western Wisconsin to pilot a program "Juntos" that hosted Spanish-speaking families to share information about how to support their child's success through school. These eight sessions were all delivered in Spanish and introduced families to district administrators, school leaders, and district resources. Moreover, these sessions also served as opportunities for the families to discuss their needs and provided feedback on how the district can continue to support them and their children.
		New Employee Orientation sessions include an exit ticket and the feedback from new employees has been overwhelmingly positive. For instance, data from last year's New Employee Orientation indicated that 94% of respondents (168 new employees) responded positively to the question, "the content of this session (Equity, Diversity, and Inclusion in the ECASD) was important to my work as an employee in the Eau Claire Area School District.
Develop resources to help our families, students, and community understand and support our District's EDI efforts	Completed & Ongoing	The district published a glossary of EDI terms and definitions on its public website. These can be found at this website: www.ecasd.us/District/About/Equity/Terms-Definitions-Equity,- Diversity,-and-Inclusion.
and our commitment.		Resources for expanded learning about supporting different student populations was shared and linked on the public website, as well and can be found at this website: https://www.ecasd.us/District/About/Equity/EDI-Resources.
		An EDI Guide for Educators & School Leaders was developed as a foundational resource for all schools and families.

Update and implement a climate survey tool and update our procedures to help our students, families, and schools understand how to use this data.	Completed	A new 11-question Student Climate Survey for grades 3-5 was adopted and implemented in March 2024. This adopted survey comes from the Center on Positive Behavior Intervention & Supports (PBIS) and was originally developed for use among students in grades 3-6. Upon adoption of the new climate survey tool, dashboards were created in Qualtrics for each school/building, allowing their Leadership Teams to immediately access, disaggregate, and utilize each of the Climate Survey responses from their respective school/building (Family, Staff, and Student Climate Survey).
Show an overall increase in positive response rates as well as in any available disaggregated response rates in our three Climate Surveys among our students, staff, and families.	Completed	 Staff responses showed an increase in trust, belonging, and connectedness among colleagues. Responses also indicate an increased perception of being more culturally & linguistically responsive to student needs. A notable trend was the increased perception of quality family engagement among almost all respondents, as well as among most demographic populations. Student responses showed increased perceptions of student-to-teacher connectedness (see questions # 6-7 in Student Climate Survey—Secondary). Family responses showed positive responses in nearly all questions and subtopics measured by the Family Climate Survey. Families whose children identify as a student-of-color indicated consistently higher rates of positive perceptions of the school climate when compared to <i>All Respondents</i>.
Revise and implement an updated version of the Gender Support Plan and Toolkit, based on feedback that will be collected from students, families, Principals, Pupil Services staff, and other key partners.	Completed	The Gender Support Plan (GSP) was updated to include a toolkit with resources, recommendations, and guidelines to assist Student Services staff and building administrators to meet the needs of students. A copy of the GSP can be found on the ECASD website at: https://www.ecasd.us/District/About/Equity Procedures for name changes and yearbook names were updated and refined, based on feedback from staff, families, and students. Moreover, ongoing coaching and consultation was provided to Student Services staff about the new GSP tools and toolkit as the revisions were implemented.

Goal Statements

<u>1-Year Goals</u>. By June 30, 2026, the District will...

Creating a Welcoming Student Climate

- The district will meet with the Equity Steering Committee, high school GSA's, and community partners to share climate survey data, collect feedback, and develop strategic actions that will cultivate a safe and supportive learning environment among LGBTQ students. The metric for success will be to use the Student Climate Survey and positive responses from LGBTQ students will increase by at least 5% from the 2023-24 school year in questions 2 (Baseline: 31.2%), 20 (Baseline: 47.5%), and 26 (Baseline: 16.9%).
- The district will develop and deliver professional learning and resources to support schools when addressing discrimination and harassment complaints related to race, sex, sexual orientation, and disability. The metric for success will be to see a reduction of total Pupil Nondiscrimination Complaints to at least below 100 (a 17.4% reduction from 2023-24 levels).

Identifying & Interrupting Systemic Inequities

- Working with multiple key partners, the district will develop a plan that addresses our racial disproportionality in special education. This plan will include district-level and school-level actions.
- The district will utilize the Culturally Responsive Teaching Self-Efficacy Scale (Siwatu, 2007) with teachers to assist them in their self-reflection of becoming more culturally & linguistically responsive. Through the 2023-24 school year, this tool will be piloted in preparation for wider implementation. The metric for success will be that a group of at least 20 teachers will participate
 - Target: A group of at least 20 teachers will participate in a pilot for the use of the Culturally Responsive Teaching Self-Efficacy Scale

Building Allyship & Collaboration with Marginalized Populations

- The district will continue its partnership with community stakeholders throughout the City to address "school connectedness" among historically underserved communities.
- Using data from the most recent DPI Family Engagement Survey in Special Education (not yet published nor available as of the date of this report), the district will implement targeted interventions to increase the engagement of families whose children are receiving special education services. Learn more about Indicator #8 at: https://dpi.wi.gov/sped/about/state-performance-plan/indicators/8-parent-involvement.

Professional Development & Learning

- In partnership with the Equity Steering Committee, the district will develop a guide which identifies the beliefs, knowledge, and skills needed to be a culturally responsive educator and leader, which in turn will serve as the basis for EDI professional learning.
- (Duplicated from above because it intersects with this dimension of our Equity Statement) The district will develop and deliver professional learning and resources to support schools when addressing discrimination and harassment complaints related to race, sex, sexual orientation, and disability. The metric for success will be to see a reduction of total Pupil Nondiscrimination Complaints to at least below 100 (a 17.4% reduction from 2023-24 levels).
- (Duplicated from above because it intersects with this dimension of our Equity Statement) The district will utilize the Culturally Responsive Teaching Self-Efficacy Scale (Siwatu, 2007) with teachers to assist them in their self-reflection of becoming more culturally & linguistically responsive. Through the 2023-24 school year, this tool will be piloted in preparation for wider implementation. The metric for success will be that a group of at least 20 teachers will participate and provide feedback on the use of the scale for the Tiered Fidelity Inventory (TFI).

Recruiting & Retaining Staff

- The District has an effective way to communicate with staff dropped from 83% to 79%. The District will monitor how they are communicating with staff and find ways to increase effectiveness.
- The District involves stakeholders at appropriate times to make decisions; while there was an increase (31% to 34%), the District will strive to include more voices.
- Staff have informal opportunities to influence what happens within the school; while there was an increase (30% to 38%), districtwide, we have room to grow.

Creating a Respectful Culture & Climate

• The District will develop at least one (1) resource or tool that support schools, building leaders, and teachers as they work with students from refugee families.

5-year Goals. By June 30, 2029, the District will...

- Update our school planning procedures, documentation, and practices to improve our use of equitable and culturally responsive practices in reflection and action.
- Address the Racial Disproportionality in Special Education and overrepresentation of Black students identified in both "Emotional/Behavioral" and "Specific Learning" disability categories, and as a result, will no longer be formally on notice by the Wisconsin DPI.
- Establish a professional learning system that uses a combination of peer-to-peer instruction, virtual instruction, and professional learning to enrich our equitable practices and ensure these practices are visible and embedded throughout our schools, classrooms, and District buildings.
- Establish an assessment process that more closely monitors both formative and summative measures on the District's climate and culture, in order to provide opportunities to take strategic action to address and redress negative school climate patterns.
- Increase positive metrics of belonging among LGBTQ, Black & African American, and Hispanic students.
- Implement a systemic plan to support strategies that address bullying, cyberbullying, harassment, and discrimination among students.
- Develop a process and protocol that will filter key decision-making processes to more intentionally include equity and culturally responsive practices.
- Develop a system where disaggregated progress monitoring tools and procedures will be developed for school leaders and school teams to more closely assess and monitor progress on behavior and equity metrics.

10-year Goals. By June 30, 2034, the District will...

- Academic metrics (Forward, ACT, ACT ASPIRE) will reflect 80% of all students meeting Proficient or Advanced, due to fidelity of the Teaching & Learning Strategic Plan and EDI Strategic Priorities.
- Revise and implement Tier 3 services with resources and supports for students who qualify for EL, Special Education, and Alternative Education pathways.

20-Year Goals. By June 30, 2043, the District will...

- Increase the number of available All-Gender facilities for students and staff throughout the District buildings.
- Will demonstrate parity or a positive proportion of at least 80% or above in KPI metrics across gender, race, sex, and sexual orientation.
- Will reflect fidelity rates of over 95% implementation in our systems (i.e. E-MLSS, PBIS, Instructional Framework, etc.).

Highlighted Successes and Ongoing Work

We recognize that while district-led efforts to infuse EDI into our systems and practices is a vital and powerful way to infuse transformational change that is systemic, structural, and sustainable, we also know that each school is unique in its staff and student population. In consideration of that, we recognize and honor the efforts made by so many of our teachers, staff, and families to lead a variety of equity, diversity, and inclusion efforts that support our students at their respective schools. The following table below highlights some of the successes and ongoing efforts that our individual schools, teachers, parents, and families are doing together to initiate equity, diversity, and inclusion efforts. We acknowledge that this list of highlighted successes is not comprehensive of all the efforts taking place across the district.



Graduates of Memorial High School (2023

Creating a Welcoming Student Climate

Summary of School Efforts & Initiatives In 2023-2024, to assist in creating a welcoming student climate, Early Learning developed a land acknowledgement statement to recognize indigenous peoples of our region including the land Prairie Ridge sits upon. Early Learning also created gender fluid bathrooms and celebrated national heritage months. Some examples of how elementary schools created a welcoming student environment are by welcoming each student as they arrive to school and to the classroom, changing artwork to represent all student in a building, offering multi-cultural nights for families, and surveying families about their family structure, interests, cultural celebrations and communication preferences. At the secondary levels, some ways of creating a welcoming student climate were achieved by greeting each student at the door by name, building intentional relationships through student leaders and adults and creating EDI clubs.

Identifying & Interrupting Systemic Inequities

Summary of School Efforts & Initiatives	In 2023-2024, schools worked to identify and interrupt systemic inequities by strengthening the Universal (Tier I) systems; by being more purposeful when looking at data, focusing on marginalized populations while using a culturally responsive lens; and creating intentional professional learning opportunities such as Trauma Informed Practices, Culturally Responsive Practices in Schools and Power of Perception.
Data Systems	The district has invested resources to improve the user interphase in our Data Warehouse and Qualtrics platforms to ensure that schools and PLC's have access to timely data that is disaggregated.

Building Allyship & Collaboration

Summary of School Efforts & Initiatives	In 2023-2024, schools worked to build allyship and collaboration with marginalized populations by hosting diverse family/community education nights, offering club opportunities for marginalized populations, inviting families/speakers of marginalized populations into schools, utilizing Student Success Advocates to help marginalized students be successful in schools as well as exploring post-secondary educational opportunities, and strengthening SEL opportunities within the school day.
Juntos Family Nights	In partnership with 4-H, the EL department, and Family Services, Spanish speaking families were invited to participate in a weekly session over a period of 8 weeks to do the following: Provide information to parents about navigating schools Building relationships with parents/families and staff Collecting feedback on their experiences and needs This pilot program took place from April through May at South Middle School, which was chosen as the site to use because of its relatively high Hispanic student population when compared to other schools in the district.
Parent Teacher Associations (PTA)	The district met with the Hmong PTA and with SENSE PTA to share district data, goals, and current efforts to support students from historically underserved populations. These sessions also provided the opportunity to collect information from parents and families, which informed the EDI training, programming, and ongoing initiatives.
City of Eau Claire BIPOC Steering Committee	Given that the District is a microcosm of the larger community, the district partnered with the City of Eau Claire and other agencies to address issues of inequity through a number of initiatives. Over the course of the prior year, Student Services was able to secure an MCH grant to address school connectedness through a pilot mentoring program. Moreover, representatives from the district also participated on the City's BIPOC Steering Committee, which was a year-long effort to provide recommendations to the City regarding how it can cultivate a more welcoming and inclusive community in their City Operations, as well as throughout the community.



Professional Learning & Development

Summary of School Efforts & Initiatives	In 2023-2024, schools worked with community groups and EDI committees to offer meaningful and impactful professional learning opportunities. System Leaders had multiple trainings around EDI. Book groups were offered, such as <u>Culturally Responsive Teaching for Multilingual Learners</u> , <u>Culturally Responsive Teaching and the Brain</u> , <u>What Happened to You</u> , and others.
	This four-day training teaches participating teams to understand the role that identity plays in the development and operation of their system, how to examine their existing structures for places where organizational culture may disengage parts of the community served, and learn how to increase access, representation, ownership in the systems to achieve high quality outcomes for all.
Building Equitable Systems	Each session began with a check in and a chance to troubleshoot questions or needs from participants. There were a number of identity and skill building activities that leaders were able to take back and work with their existing leadership teams to implement within a data driven continuous improvement cycle.
	The "between sessions" work was intended to be "plug and play." Using their school's own data and information, Leadership Teams developed action plans at the end of each training day with the opportunity to take the content they learned and the action plan they develop and apply it to their school operation.

Recruit & Retain a Representative Staff

Summary of School Efforts & Initiatives	In 2023-2024, schools worked to recruit and retain representative staff by interviewing and selecting a variety of candidates from different backgrounds to increase representation in buildings. Schools connected with diverse community groups when positions become available in the ECASD. Schools also created positive and supportive work environments where all members feel included.
Targeted Recruitment Efforts	To boost our recruitment and retention of diverse candidates, the district's Human Resources department invested in a new job posting subscription called National Association of HBCU Students and Alumni, also known as NAHSA. The mission of The National Association of HBCU Students and Alumni is to connect HBCU (Historically Black Colleges and Universities) members worldwide in sharing platforms, ideas and resources. Their focus is providing representation of the HBCU voice in areas where our insight can be most impactful.



Creating a Respectful Culture & Climate

Summary of School Efforts & Initiatives	In 2023-2024, some examples of how schools worked to create a respectful culture and climate are by creating space for vulnerable conversations during meetings, being solution and problem solving focused, and being cognizant of deficit-based language. Schools would also address oppressive and/or discriminatory behaviors right away, with students and staff. Some schools also conducted a pulse survey multiple times a year, focusing on cultural competence, and used that information to identify areas of improvement.
Racial Stress & Trauma Processing Sessions	During the 2023-24 school year, staff-of-color were invited to attend the "Racial Trauma Healing Sessions," led by Dr. Stacey Jackson, a clinical Psychologist who specializes in racialized trauma. Through these four sessions, staff processed how their racial experiences as an educator impacted their professional and personal lives and discussed strategies to manage the associated stress and trauma. Participation was fully voluntary and active sharing was optional. Exit ticket feedback data showed that 100% of participants found the sessions valuable (N=20).

References & Resources

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Resources

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Appendix A. Climate Survey Reports

Student Climate Survey-Secondary (Grades 6-12), pg. 35 Student Climate Survey-Elementary (Grades 3-5), pg. 39 Family Climate Survey, pg. 40 Staff Climate Survey, pg. 42

KEY	
•	RED font = Disproportionate (by -5%) when compared to All Respondent

EAU CLAIRE BAR JOAN BENEF STUDENT CLIMATE SURVEY 3-YEAR TREND (Seconda 2021-22 through 2023-24 Combined Percentage of Positive Responses & By Demographics (G		3-Yr Trend Line			4 Respo Iumeric)			2023-24 Responses (Graphic)	2023-24 Response Rate			2023-	-24 Statisti	cal Info
MENT: CULTURAL & LINGUISTIC COMPETENCE	2021-22 2022-23 2023-24	Spark Line (not to scale)	Do Not Know	Strongly	Disagree	Agree	Strongly Agree		Huto		Median S Scale: 1-4) D	itandard S		Interpretation of the Mean
students are treated the same, regardless of whether their parents are rich or poor.		(not to sould)	10.01	Diougroo			Agroo				, , ,	onation	21101	
All Respondents (Grades 6-12)	66.8% 64.9% 59.6%		11.5%	8.2%	20.7%	43.9%	15.7%	11.5% 8.2% 20.7% 43.9% 15.7% 13.1% 9.1% 22.1% 39.3% 16.5%	3603	3.44	4.00	1.19	0.02	The avg. response is Agre
Students of Color LGBTQ Students	66.1% 61.7% 55.8% 55.5% 47.7%		13.1% 11.9%	9.1% 11.3%	22.1% 29.1%	39.3% 36.9%	16.5% 10.8%	11.9% 11.3% 29.1% 36.9% 10.8%	950 ! 497	3.37 3.23	4.00	1.52	0.05	The avg. response is Disage The avg. response is Disage
Female	63.8% 55.7%	//	8.9%	9.2%	26.3%	42.8%	12.9%	8.9% 9.2% 26.3% 42.8% 12.9% 12.5% 6.8% 15.0% 46.4% 19.4%	1775	3.42	4.00	1.37	0.03	The avg. response is Agree
Male Nonbinary	68.4% 65.8% 50.0% 36.5%		12.5% 23.5%	6.8% 11.8%	15.0% 28.2%	46.4%	19.4% 5.9%	23.5% 11.8% 28.2% 30.6% 5.9%	1899	3.53	4.00	1.50	0.03	The avg. response is Agree The avg. response is Disagr
dents are treated equally well no matter their sex, race, religion,gendersexual														
ntation[and other protected class]. All Respondents (Grades 6-12)	53.9% 53.0% 48.4%		10.9%	11.9%	28.9%	36.3%	12.1%	10.9% 11.9% 28.9% 36.3% 12.1%	3603	3.27	3.00	1.15	0.02	The avg. response is Disag
Students of Color	53.6% 49.3% 45.8%		12.1%	13.2%	28.9%	32.3%	13.5%	12.1% 13.2% 28.9% 32.3% 13.5% 8.2% 21.5% 39.0% 24.5% 6.7%	950	3.22	3.00	1.46	0.05	The avg. response is Disagr
LGBTQ Students Female	40.2% 31.2% 52.0% 43.8%		8.2% 9.3%	21.5% 12.9%	39.0% 33.9%	24.5% 34.4%	6.7% 9.5%	9.3% 12.9% 33.9% 34.4% 9.5%	1 497 1775	3.00	3.00	1.26	0.06	The avg. response is Disage The avg. response is Disage
Male	57.1% 54.8%	//	11.8% 10.6%	10.2%	23.3% 42.4%	39.6% 24.7%	15.2% 2.4%	11.8% 10.2% 23.3% 39.6% 15.2% 10.6% 20.0% 42.4% 24.7% 2.45	1899	3.36	4.00	1.45 1.26	0.03	The avg. response is Disage The avg. response is Disage
Nonbinary school uses instructional materials (i.e. textbooks, handouts) that reflect my cultural	28.6% 27.1%		10.6%	20.0%	42.4%	24.7%	2.4%	10.070 20.070 42.470 24.770 20	94	2.88	3.00	1.26	0.13	The avg. response is Disagr
kground. ethnicitv. and identitv.		~												
All Respondents (Grades 6-12) Students of Color	68.8% 61.3% 59.2% 63.7% 55.5% 55.4%		25.1% 22.7%	4.1% 6.1%	11.6% 15.8%	44.7% 44.0%	14.5% 11.4%	25.1% .1% 11.6% 44.7% 14.5% 22.7% 6.1% 15.8% 44.0% 11.4%	3603 ! 950	3.20 3.15	4.00 4.00	1.43 1.57	0.02	The avg. response is Disage The avg. response is Disage
LGBTQ Students	55.0% 53.8%		22.3%	7.2%	16.7%	40.8%	13.0%	22.3% 7.2% 16.7% 40.8% 13.0%	497	3.15	3.00	1.55	0.07	The avg. response is Disag
Female Male	63.1% 61.8% 61.6% 58.4%		22.5% 26.8%	3.7%	12.0%	49.5% 41.1%	12.3% 17.3%	22.5% .7% 12.0% 49.5% 12.3% 26.8% .9% 10.9% 41.1% 17.3%	1775	3.25	4.00	1.55	0.04	The avg. response is Disage The avg. response is Disage
Nonbinary	52.0% 50.6%	/	18.8%	14.1%	16.5%	40.0%	10.6%	18.8% 14.1% 16.5% 40.0% 10.6%	94	3.09	3.00	1.55	0.16	The avg. response is Disag
chers and adults at my school treat all students respectfully. All Respondents (Grades 6-12)	67.6% 70.2% 68.9%		8.5%	6.8%	15.7%	49.0%	19.9%	8.5% 15.7% 49.0% 19.9%	3603	3.65	4.00	1.13	0.02	The avg. response is Agre
All Respondents (Grades 6-12) Students of Color	69.8% 70.3% 69.1%		9.7%	6.2%	15.7%	48.5%	20.5%	9.7% 15.1% 48.5% 20.5%	950	3.64	4.00	1.13	0.05	The avg. response is Agre
LGBTO Students	65.5% 60.1%		9.1%	9.5%	21.3%	46.9%	13.2%	9.1% 21.3% 46.9% 13.2% 7.8% 18.1% 51.6% 14.9%	497	3.46	4.00	1.40	0.06	The avg. response is Agre
Female Male	67.0% 66.6% 74.5% 72.5%		7.8%	7.6%	18.1% 13.7%	51.6% 47.3%	14.9% 25.2%	8.2% 13.7% 47.3% 25.2%	1775	3.58	4.00	1.37	0.03	The avg. response is Agre The avg. response is Agre
Nonbinary	59.2% 61.2%	/	14.1%	9.4%	15.3%	52.9%	8.2%	14.1% 15.3% 52.9% 8.2%	94	3.32	4.00	1.50	0.15	The avg. response is Disag
ple from different cultural backgrounds, races, and ethnicities get along at this school.														
All Respondents (Grades 6-12)	78.2% 75.1% 71.6%		12.9%	4.2%	11.2%	52.8%	18.8%	12.9% 4.2% 11.2% 52.8% 18.8%	3603	3.60	4.00	1.21	0.02	The avg. response is Agre
Students of Color LGBTQ Students	73.8% 69.0% 66.8% 70.5% 64.9%		14.0% 12.1%	4.7%	14.4%	48.0% 49.7%	18.8% 15.2%	14.0% 4.7% 14.4% 48.0% 18.8% 12.1% 8.5% 14.5% 49.7% 15.2%	950	3.53	4.00	1.55	0.05	The avg. response is Agre The avg. response is Agre
Female	73.0% 69.8%		12.1%	3.8%	14.3%	55.3%	14.6%	12.1% 38% 14.3% 55.3% 14.6%	1775	3.56	4.00	1.43	0.03	The avg. response is Agre
Male	78.4% 74.8%		12.9% 12.9%	4.0%	8.3% 17.6%	50.9% 51.8%	23.8% 7.1%	12.9% 4.0% 8.3% 50.9% 23.8% 12.9% 10.6% 17.6% 51.8% 7.1%	1899	3.69	4.00	1.53	0.04	The avg. response is Agre The avg. response is Disagr
MENT: RELATIONSHIPS	2021-22 2022-23 2023-24	Spark Line			Disagree		Strongly		. 34	Mean			tandard	Interpretation of the Mea
chers and adults at school are available when I need to talk with them.		(not to scale)	Know	Disagree			Agree			(Scale: 1-4) (Scale: 1-4)	eviation	Error	
All Respondents (Grades 6-12)	73.4% 75.9% 74.3%		10.8%	3.6%	11.4%	55.3%	19.0%	10.8%	3603	3.68	4.00	1.15	0.02	The avg. response is Agre
Students of Color	73.8% 72.4% 72.7%		12.5% 9.1%	3.8%	10.9% 15.2%	56.0% 52.9%	16.7% 18.0%	12.5% .8% 10.9% 56.0% 16.7% 9.1% .8% 15.2% 52.9% 18.0%	950 497	3.61	4.00	1.52 1.43	0.05	The avg. response is Agre
LGBTQ Students Female	70.8% 70.9% 72.2% 72.3%		10.4%	3.9%	13.4%	57.1%	15.2%	10.4% 33 13.4% 57.1% 15.2%	1775	3.63	4.00	1.43	0.08	The avg. response is Agre The avg. response is Agre
Male	81.0% 77.2%	/	11.0%	2.8%	9.0%	53.9%	23.3%	11.0% 31.9.0% 53.9% 23.3% 10.6% .7% 23.5% 51.8% 9.4%	1899	3.76	4.00	1.49	0.03	The avg. response is Agre
Nonbinary Im not at school, there is a teacher or another adult who will notice my absence.	68.4% 61.2%		10.6%	4.7%	23.5%	51.8%	9.4%	10.010 23.076 01.879 9.490	94	3.45	4.00	1.45	0.15	The avg. response is Agre
All Respondents (Grades 6-12)	78.4% 77.9% 76.0%		14.3%	3.2%	6.5%	51.2%	24.7%	14.3% 0.5% 51.2% 24.7% 24.7% 18.7% 0.6% 48.6% 22.2%	3603	3.69	4.00	1.28	0.02	The avg. response is Agre
Students of Color LGBTQ Students	78.0% 73.7% 70.8% 72.6% 72.7%	/	18.7% 14.1%	3.8%	6.6% 8.2%	48.6% 52.5%	22.2% 20.2%	18.7% 8.6% 48.6% 22.2% 14.1% 8.2% 52.5% 20.2%	950 950	3.52	4.00	1.65	0.05	The avg. response is Agre The avg. response is Agre
Female	76.8% 77.1%		13.3%	2.7%	6.9%	56.5%	20.6%	13.3% 56.5% 20.6%	1775	3.68	4.00	1.49	0.04	The avg. response is Agre
Male Nonbinary	80.6% 76.4% 70.4% 65.9%		14.1% 21.2%	3.3%	6.1% 9.4%	46.5% 57.6%	29.9% 8.2%	14.1% 3.1% 46.5% 29.9% 21.2% 9.4% 57.6% 8.2%	1899	3.75	4.00	1.59	0.04	The avg. response is Agre The avg. response is Disag
easy to talk with teachers at this school.														-
All Respondents (Grades 6-12) Students of Color	58.4% 65.6% 63.9% 57.9% 60.9% 62.0%		10.4% 10.7%	7.1% 8.6%	18.5% 18.6%	47.9% 47.2%	16.0% 14.8%	10.4% 7.1% 18.5% 47.9% 16.0% 10.7% 8.6% 18.6% 47.2% 14.8%	3874 950	3.52 3.47	4.00 4.00	1.16 1.17	0.02	The avg. response is Agree The avg. response is Agree
LGBTQ Students	61.2% 58.1%		8.7%	10.2%	23.0%	44.7%	13.4%	8.7% 10.2% 23.0% 44.7% 13.4%	497	3.44	4.00	1.11	0.05	The avg. response is Agre
Female Male	61.5% 58.5% 72.1% 70.7%		10.1%	8.2% 5.7%	23.1% 13.7%	46.8% 49.9%	11.7% 20.8%	10.1% 8.2% 23.1% 46.8% 11.7% 10.0% 5.7% 13.7% 49.9% 20.8%	1775 1899	3.42	4.00	1.12	0.03	The avg. response is Agre The avg. response is Agre
Nonbinary	53.1% 49.4%		12.9%	11.8%	25.9%	43.3%	8.2%	12.9% 11.8% 25.9% 41.2% 8.2%	94	3.20	3.00	1.16	0.12	The avg. response is Disag
teachers make me feel good about myself. All Respondents (Grades 6-12)	60.7% 64.5% 62.1%		17.6%	6.4%	13.9%	47.5%	14.6%	17.6% 6.4% 13.9% 47.5% 14.6%	3603	3.35	4.00	1.31	0.02	The avg. response is Disag
All Respondents (Grades 5-12) Students of Color	60.3% 61.6% 60.7%		19.9%	7.5%	11.9%	48.1%	12.6%	19.9% 7.5% 11.9% 48.1% 12.6%	950	3.26	4.00	1.57	0.05	The avg. response is Disag
LGBTQ Students Female	58.7% 55.8% 61.7% 59.9%		20.8% 18.2%	7.4% 6.6%	16.1% 15.3%	44.9% 48.8%	10.8% 11.1%	20.8% 7.4% 16.1% 44.9% 10.8% 18.2% 6.6% 15.3% 48.8% 11.1%	! 497 1775	3.18 3.28	4.00	1.52 1.49	0.07	The avg. response is Disag The avg. response is Disag
Male	69.4% 66.4%		15.7%	5.7%	12.3%	48.0%	18.4%	15.7% 5.7% 12.3% 48.0% 18.4%	1899	3.48	4.00	1.54	0.04	The avg. response is Agre
Nonbinary	52.0% 47.1%		29.4%	7.1%	16.5%	38.8%	8.2%	29,4% 7.1% 16.5% 38.8% 8.2%	94	2.89	3.00	1.59	0.16	The avg. response is Disag
dents respect one another. All Respondents (Grades 6-12)	49.4% 48.1% 43.1%		12.2%	15.3%	29.3%	37.2%	5.9%	12.2% 15.3% 29.3% 37.2% 5.9%	3603	3.09	3.00	1.11	0.02	The avg. response is Disag
Students of Color	48.9% 44.6% 40.8%		16.3%	14.5%	28.3%	34.5%	6.3%	16.3% 14.5% 28.3% 34.5% 6.3% 7.8% 26.0% 36.2% 26.9% 3.0%	950	3.00	3.00	1.41	0.05	The avg. response is Disag
LGBTO Students Female	34.3% 29.9% 44.0% 37.5%		7.8%	26.0% 17.1%	36.2% 34.9%	26.9% 34.1%	3.0% 3.4%	7.8% 26.0% 36.2% 26.9% 3.0% 10.5% 17.1% 34.9% 34.1% 3.4%	497 1775	2.91 3.03	3.00	1.21	0.05	The avg. response is Disage The avg. response is Disage
Male	54.7% 50.6%		13.5%	12.5%	23.5%	42.0%	8.6%	13.5% 12.5% 23.5% 42.0% 8.6%	1899	3.20	3.00	1.40	0.03	The avg. response is Disag
dents like one another.	27.6% 20.0%		8.2%	28.2%	43.5%	20.0%	0.0%	8.2% 28.2% 43.5% 20.0%	94	2.75	3.00	1.16	0.12	The avg. response is Disag
All Respondents (Grades 6-12)	53.9% 52.8% 46.2%		17.4%		26.8%		5.8%	17.4% 9.7% 26.8% 40.4% 5.8% 22.1% 9.1% 25.8% 37.2% 5.9%	3603	3.07	3.00	1.19	0.02	The avg. response is Disag
Students of Color LGBTQ Students	52.0% 47.4% 43.1% 40.9% 32.8%		22.1% 15.8%	9.1% 17.1%	25.8% 34.3%	37.2% 29.3%	5.9% 3.5%	15.8% 17.1% 34.3% 29.3% 3.59	950 950	2.96	3.00	1.46	0.05	The avg. response is Disag The avg. response is Disag
Female	49.6% 40.9%		16.3%	11.1%	31.7%	37.7%	3.2%	16.3% 11.1% 31.7% 37.7% 3.28	1775	3.00	3.00	1.32	0.03	The avg. response is Disag
Male Nonbinary	58.4% 53.0% 30.6% 27.1%		17.7%	7.5%	21.9% 34.1%	44.5% 27.1%	8.5%	17.7% 7.5% 21.9% 44.5% 8.5% 22.4% 16.5% 34.1% 27.1% 0.0	1899	3.19	3.00	1.45	0.03	The avg. response is Disage The avg. response is Disage
	2021-22 2022-23 2023-24	Spark Line		Strongly						Mean	Median S	standard S		Interpretation of the Mea
		(not to scale)		Disagree			Agree			(Scale: 1-4) (Scale: 1-4)	eviation	Error	
MENT: SCHOOL PARTICIPATION														
MENT: SCHOOL PARTICIPATION gularly attend school-sponsored events, such as school dances, sporting events, student			7.00/	40.00/	20.6%	44.0%	17.1%	7.9% 10.3% 20.6% 44.0% 17.1% 9.7% 11.2% 22.2% 42.3% 14.6%	3603	3.52	4.00	1.13	0.02	The avg. response is Agre
MENT: SCHOOL PARTICIPATION gularly attend school-sponsored events, such as school dances, sporting events, student formances, or other school activities. All Respondents (Grades 6-12)	63.8% 63.8% 61.1%		7.9%	10.3%					950				0.05	The avg. response is Agre
MENT: SCHOOL PARTICIPATION gularly attend school-sponsored events, such as school dances, sporting events, student formances. or other school activities. All Respondents (Grades 6-12) Students of Color	63.8% 63.8% 61.1% 59.2% 58.7% 56.9%		9.7%	11.2%	22.2% 26.0%	42.3% 41.4%	14.6% 14.1%	9.7% 11.2% 22.2% 42.3% 14.6% 4.8% 13.7% 26.0% 41.4% 14.1%	497	3.41	4.00	1.46	0.05	
MENT: SCHOOL PARTICIPATION gularly attend school-sponsored events, such as school dances, sporting events, student formances. or other school activities. All Respondents (Grades 6-12) Students of Color LGBT0 Students Female	63.8% 63.8% 61.1% 59.2% 58.7% 56.9% 56.2% 55.5% 70.1% 69.0%		9.7% 4.8% 6.7%	11.2% 13.7% 6.5%	22.2% 26.0% 17.9%	41.4% 50.1%	14.1% 18.8%	4.8% 13.7% 26.0% 41.4% 14.1% 6.7% 6.5% 17.9% 50.1% 18.8%	! 497 1775	3.46 3.68	4.00 4.00	1.35 1.38	0.06	The avg. response is Agre The avg. response is Agre
MENT: SCHOOL PARTICIPATION gularly attend school-sponsored events, such as school dances, sporting events, student formances, or other school activities. All Respondents (Grades 6-12) Students of Color LGBTO Students Female Male	63.8% 63.8% 61.1% 59.2% 58.7% 56.9% 56.2% 55.5% 70.1% 69.0% 59.4% 56.3%		9.7% 4.8% 6.7% 8.6%	11.2% 13.7% 6.5% 13.1%	22.2% 26.0% 17.9% 22.1%	41.4% 50.1% 40.0%	14.1% 18.8% 16.3%	4.6% 13.7% 26.0% 41.4% 14.1% 6.7% 6.5% 17.9% 50.1% 18.8% 8.6% 13.1% 22.1% 40.0% 16.3%	! 497 1775 1899	3.46 3.68 3.42	4.00 4.00 4.00	1.35 1.38 1.43	0.06 0.03 0.03	The avg. response is Agre The avg. response is Agre The avg. response is Agre
MENT: SCHOOL PARTICIPATION ularly attend school-sponsored events, such as school dances, sporting events, student ormances. or other school activities. All Respondents (Grades 6-12) Students of Color LGBTO Students Female	63.8% 63.8% 61.1% 59.2% 58.7% 56.9% 56.2% 55.5% 70.1% 69.0%		9.7% 4.8% 6.7%	11.2% 13.7% 6.5%	22.2% 26.0% 17.9%	41.4% 50.1%	14.1% 18.8%	4.6% 13.7% 26.0% 41.4% 14.1% 6.7% 6.5% 17.9% 50.1% 18.8% 8.6% 13.1% 22.1% 40.0% 16.3%	! 497 1775	3.46 3.68	4.00 4.00	1.35 1.38	0.06	The avg. response is Agre The avg. response is Agre

EDI in the ECASD: 2024 Annual Report | 35

| LGBTO Students
 | 58.2% 60.3%

 | | 4.6% | | 22.8%
19.7% |
 | .6% 4.6% 12.
.9% 5.6% 7.8 | 4% 22.8%
 | 37.7%
45.1%
 | 22.6% | . 407
 | 3.61 | 4.00 | 1.42 | 0.06 | The avg. response is Agree
The avg. response is Agree |

--
--
--|------------------------------|--|--
--|--|--
--
---	--	---
--	--	--
Female Male		
 | 65.5% 76.0%
61.9% 61.4%

 | \sim | 8.2% | | |
 | | 11.6% 18.8%
 | 38.4%
 | 23.0% |
 | 3.56 | 4.00 | 1.38 | 0.03 | The avg. response is Agree |
| Nonbinary
 | 67.4% 55.3%

 | / | 8.2% | 16.5% | 20.0% | 40.0% 1
 | .3% 8.2% | 16.5% 20.0%
 | 40.0
 | 15.3 | 94 <u>94</u>
 | 3.38 | 3.50 | 1.50 | 0.15 | The avg. response is Disagree |
| 14 At this school, students have lots of chances to help decide things like class activities and
rules.
 | 1

 | | | | |
 | |
 |
 | |
 | | | | | |
| All Respondents (Grades 6-12)
 | 58.9% 60.4% 59.9%

 | | 11.6% | 8.6% | 19.9% | 44.0% 1
 | .9% 11.6% |
 | 44.0%
 | |
 | 3.44 | 4.00 | 1.20 | 0.02 | The avg. response is Agree |
| Students of Color
LGBTO Students
 | 63.7% 63.4% 64.4%

 | | 12.8%
9.5% | | 15.7%
27.3% |
 | .1% 12.8%
.7% 9.5% | 7.1% 15.7%
11.3% 27.3%
 | 49.4%
 | 15.1% |
 | 3.47 | 4.00 3.00 | 1.51 | 0.05 | The avg. response is Agree
The avg. response is Disagree |
| Female
 | 53.9% 51.8%
62.2% 60.8%

 | | 9.5% | | 21.9% |
 | .1% 10.1% |
 | 45.7%
 | |
 | 3.48 | 4.00 | 1.38 | 0.08 | The avg. response is Agree |
| Male
 | 60.1% 60.3%

 | | 12.4% | | |
 | | 9.2% 18.1%
 | 42.9%
 | 17.4 |
 | 3.44 | 4.00 | 1.48 | 0.03 | The avg. response is Agree |
| 15 There are lots of chances for students at this school to get involved in sports, clubs, and of
 | 54.1% 50.6%

 | _ | 11.8% | 15.3% | 22.4% | 43.5%
 | 11.8% | 15.3% 22.4%
 |
 | 43.5% | 7.1% 94
 | 3.19 | 3.00 | 1.44 | 0.15 | The avg. response is Disagree |
| school activities outside of class.
 |

 | | | | |
 | |
 |
 | |
 | | | | | |
| All Respondents (Grades 6-12)
 | 88.7% 88.0% 86.4%
88.1% 86.1% 84.9%

 | | 7.6%
8.2% | 1.9%
2.5% | 4.1%
4.3% |
 | .3% 7.6% 4.
.9% 8.2% |
 |
 | 34.3%
31.9% | 3603
 | 4.04
3.98 | 4.00
4.00 | 1.07
1.53 | 0.02 | The avg. response is Agree |
| Students of Color
LGBTQ Students
 | 86.8% 84.4%

 | | 7.4% | 2.6% | 5.6% |
 | .7% 7.4% |
 |
 | 29.7% | 497
 | 3.97 | 4.00 | 1.45 | 0.03 | The avg. response is Agree
The avg. response is Agree |
| Female
 | 89.7% 89.4%

 | / | 5.8% | 1.1% | 3.7% |
 | .5% 5.8% 3.79 |
 |
 | 34.5% | 1775
 | 4.11 | 4.00 | 1.39 | 0.03 | The avg. response is Agree |
| Mate
 | 87.5% 84.5%
81.6% 80.0%

 | | 8.6%
9.4% | 2.4% | 4.5% |
 | .5% 8.6% |
 | 58.8%
 | 35.5% | 1899
 | 4.00 | 4.00 | 1.50 | 0.03 | The avg. response is Agree
The avg. response is Agree |
| 16 I have lots of chances to be part of class discussion or activities.
 | 011070 001070

 | | | | |
 | |
 |
 | |
 | | | | | |
| All Respondents (Grades 6-12)
Students of Color
 | 83.6% 82.6% 81.4%
82.8% 78.2% 78.9%

 | | 9.3%
10.7% | 2.3%
2.7% | 7.0%
7.6% |
 | 9.3%
9.3% |
 | 57.7%
58.8%
 | 23.7% | 3603
 | 3.84
3.75 | 4.00
4.00 | 1.10
1.51 | 0.02 | The avg. response is Agree
The avg. response is Agree |
| LGBTQ Students
 | 82.2% 80.3%

 | / | 8.0% | 2.8% | 8.9% |
 | .3% 8.0% |
 | 57.9%
 | 22.3% | 497
 | 3.84 | 4.00 | 1.43 | 0.06 | The avg. response is Agree |
| Female
 | 83.7% 82.6%

 | // | 7.6% | 2.1% | 7.8% |
 | .1% 7.6% |
 | 60.4%
55.3%
 | 22.1%
26.3% |
 | 3.87 | 4.00 | 1.39 | 0.03 | The avg. response is Agree |
| Mate
Nonbinary
 | 83.1% 81.6%

 | | 9.9%
15.3% | 2.3% | 6.2%
4.7% |
 | | 4.7%
 | 64.7%
 | | 1899
0.6% ! 94
 | 3.86 | 4.00 | 1.48 | 0.03 | The avg. response is Agree
The avg. response is Agree |
| SAFETY: EMOTIONAL SAFETY
 | 2021-22 2022-23 2023-24

 | Spark Line | | Strongly Dis | | Agree Stro
 | |
 |
 | |
 | Mean | | Standard | | Interpretation of the Mean |
|
 |

 | (not to scale) | Know D | lisagree | | Ag
 | 96 |
 |
 | |
 | (Scale: 1-4) (| Scale: 1-4) | Deviation | Error | |
| 17 Students at this school get along well with each other.
All Respondents (Grades 6-12)
 | 56.8% 54.6% 48.0%

 | | 15.8% | 10.7% | 25.5% | 41.4%
 | .6% 15.8% |
 |
 | | 6.6% 3603
 | 3.12 | 3.00 | 1.18 | 0.02 | The avg. response is Disagree |
| Students of Color
 | 54.1% 49.2% 45.3%

 | | 20.4% | | 24.0% |
 | .4% 20.4 |
 | .0%
31.9%
 | | 6.4% 950
 | 3.01 | 3.00 | 1.46 | 0.05 | The avg. response is Disagree |
| LGBTQ Students
Female
 | 40.0% 35.1%
52.2% 42.0%

 | | 15.2%
15.0% | | 31.9%
30.3% |
 | .8% 15.2%
.7% 15.0% | 17.8%
12.7% 30.
 |
 | 32.3% | 2.8 497
3.79 1775
 | 2.90 | 3.00 | 1.30 | 0.06 | The avg. response is Disagree
The avg. response is Disagree |
| Male
 | 59.7% 55.5%

 | | 15.9% | 7.9% | 20.6% | 45.9%
 | .6% 15.9% | 7.9% 20.6%
 | 4
 | 5.9% | 9.6% 1899
 | 3.25 | 4.00 | 1.45 | 0.03 | The avg. response is Disagree |
| Nonbinary
 | 29.6% 32.9%

 | / | 16.5% | 20.0% | 30.6% | 32.9%
 | 16.59 | 20.0%
 | 30.6%
 | 32.9% | 94
 | 2.80 | 3.00 | 1.32 | 0.14 | The avg. response is Disagree |
| 18 At this school, students talk about the importance of understanding their own feelings and
the feelings of others.
 | ·

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 | |
 |
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 | | | | | |
| All Respondents (Grades 6-12)
 | 39.1% 37.9% 33.3%

 | | 16.9% | | |
 | .0% 16.99 |
 | 31.3%
 | 27.2% | 6.0% 3603
 | 2.87 | 3.00 | 1.16 | 0.02 | The avg. response is Disagree |
| Students of Color
LGBTQ Students
 | 41.4% 38.8% 35.1%
28.1% 22.3%

 | | 21.4%
11.7% | | 27.8%
37.3% |
 | .4% 21.
.5% 11.7% |
 | 27.8%
37.3%
 | 28.6%
18.9% | 6.4% 950
3.5% 497
 | 2.83 | 3.00 | 1.42 | 0.05 | The avg. response is Disagree
The avg. response is Disagree |
| Female
 | 35.8% 30.5%

 | | 14.6% | 17.3% | 37.6% | 26.8%
 | .7% 14.6% | 17.3%
 | 37.6%
 | 26.8% | 3.79 1775
 | 2.88 | 3.00 | 1.26 | 0.03 | The avg. response is Disagree |
| Male
 | 42.5% 37.2%

 | | 18.6%
16.5% | | 25.2%
41.2% |
 | 1.2% 18.6
1.5% 16.5% |
 | 25.2% 41.29
 | | 8.2% 1899
3.59 94
 | 2.89 | 3.00 | 1.41 | 0.03 | The avg. response is Disagree |
| 19 Lam happy to be at this school. Nonbinary
 | 21.4% 16.5%

 | | 16.5% | 25.9% | 41.2% | 12.9%
 | 16.57 | 25.9%
 | 41.29
 | 12.9% | <u>3.59</u> 1 94
 | 2.61 | 3.00 | 1.24 | 0.13 | The avg. response is Disagree |
| All Respondents (Grades 6-12)
 | 66.1% 64.4% 61.1%

 | | 14.1% | 10.5% | 14.3% |
 | 14.1% |
 | 44.9%
 | 16.1 |
 | 3.38 | 4.00 | 1.27 | 0.02 | The avg. response is Disagree |
| Students of Color
LGBTQ Students
 | 63.7% 61.0% 58.8%
55.0% 50.3%

 | | 18.0%
14.8% | | 13.2% |
 | | 6 10.0% 13.2%
14.8% 20.2%
 | 44.51
 | | 3% 950
.5% 497
 | 3.27 | 4.00 | 1.57 | 0.05 | The avg. response is Disagree
The avg. response is Disagree |
| Female
 | 61.9% 59.0%

 | | 14.3% | | 15.4% |
 | .3% 14.3% | 11.3% 15.4%
 | 46.7
 | |
 | 3.31 | 4.00 | 1.46 | 0.03 | The avg. response is Disagree |
| Male
 | 69.7% 65.4%

 | / | 13.1% | | 12.5% |
 | | 9.1% 12.5%
 | 45.1%
27.1%
 | 20.3% |
 | 3.50 | 4.00 | 1.53 | 0.04 | The avg. response is Agree |
| 20 I feel like I am part of this school. Nonbinary
 | 46.9% 40.0%

 | | 16.5% | 16.5% | 27.1% | 29.4% 1
 | 16.59 | 10.0%
 | 27.176
 | 25.470 | 94
 | 3.01 | 3.00 | 1.48 | 0.15 | The avg. response is Disagree |
| All Respondents (Grades 6-12)
 | 66.3% 64.6% 62.8%

 | | 15.0% | | 14.2% |
 | | 8.0% 14.2%
8.7% 15.3%
 | 48.3%
44.
 | 14.J |
 | 3.39 | 4.00 | 1.26 | 0.02 | The avg. response is Disagree |
| Students of Color
LGBTQ Students
 | 59.6% 57.1% 56.9%
50.7% 47.5%

 | | 19.1%
16.1% | | 15.3% |
 | | 15.0% 21.5
 |
 | | .3% 950
8.5% 497
 | 3.22 | 4.00 | 1.55 | 0.05 | The avg. response is Disagree
The avg. response is Disagree |
|
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 | |
 |
 | |
 | | | | | |
| Female
 | 62.2% 61.2%

 | / | 15.1% | | 21.5%
15.8% |
 | .2% 15.1% | 7.9% 15.8%
 | 51.0
 | % 1 | 0.2% 1775
 | 3.33 | 4.00 | 1.44 | 0.03 | The avg. response is Disagree |
| Female Male
 | 62.2% 61.2%
70.4% 67.5%

 | | 15.1%
14.2% | 7.9%
7.0% | 15.8%
11.3% | 51.0% 1
48.1% 1
 | .2% 15.1%
.4% 14.2% | 7.9% 15.8%
7.0% 11.3%
 | 51.0
48.1%
 | % 1
19.4% | 0.2% 1775
1899
 | 3.33
3.51 | 4.00
4.00 | 1.44
1.53 | 0.03 | The avg. response is Disagree
The avg. response is Agree |
| Female
Mate
Nonbinary
 | 62.2% 61.2%
70.4% 67.5%
40.8% 33.0%

 | Spark Line | 15.1%
14.2%
15.3% | 7.9%
7.0%
21.2% | 15.8%
11.3%
30.6% | 51.0% 1
48.1% 1
28.2%
 | 1.2% 15.1%
1.4% 14.2%
1.7% 15.3% | 7.9% 15.8%
7.0% 11.3%
 | 51.0
 | % 1
19.4% | 0.2% 1775
 | 3.33 | 4.00
4.00
3.00 | 1.44
1.53
1.37 | 0.03 | The avg. response is Disagree
The avg. response is Agree
The avg. response is Disagree |
| Female
Male
SAFETY: PHYSICAL SAFETY
Nonbinary
 | 62.2% 61.2%
70.4% 67.5%

 | Spark Line
(not to scale) | 15.1%
14.2%
15.3% | 7.9%
7.0%
21.2%
Strongly Dis | 15.8%
11.3%
30.6% | 51.0% 1
48.1% 1
28.2%
 | 1.2% 15.1%
1.4% 14.2%
1.7% 15.3%
igly | 7.9% 15.8%
7.0% 11.3%
 | 51.0
48.1%
 | % 1
19.4% | 0.2% 1775
1899
 | 3.33
3.51
2.86 | 4.00
4.00
3.00
Median | 1.44
1.53
1.37
Standard | 0.03
0.04
0.14 | The avg. response is Disagree
The avg. response is Agree |
| Female
Mate
Nonbinary
 | 62.2% 61.2%
70.4% 67.5%
40.8% 33.0%

 | Spark Line
(not to scale) | 15.1%
14.2%
15.3%
Do Not S | 7.9%
7.0%
21.2%
Strongly Dis | 15.8%
11.3%
30.6% | 51.0% 1
48.1% 1
28.2%
Agree Stro
 | 1.2% 15.1%
1.4% 14.2%
1.7% 15.3%
igly | 7.9% 15.8%
7.0% 11.3%
 | 51.0
48.1%
 | % 1
19.4% | 0.2% 1775
1899
 | 3.33
3.51
2.86
Mean | 4.00
4.00
3.00
Median | 1.44
1.53
1.37
Standard | 0.03
0.04
0.14
Standard | The avg. response is Disagree
The avg. response is Agree
The avg. response is Disagree |
| Female
Male
SAFETY: PHYSICAL SAFETY
Nonbinary
 | 62.2% 61.2%
70.4% 67.5%
40.8% 33.0%
2021-22 2022-23 2023-24
Reverse Scoring Used to Calculate
"Posture Responses"
39.6% 34.5% 29.8%

 | Spark Line
(not to scale) | 15.1%
14.2%
15.3%
Do Not S
Know D | 7.9%
7.0%
21.2%
Strongly Dis
Disagree
7.1% | 15.8%
11.3%
30.6%
isagree | 51.0% 1
48.1% 1
28.2%
Agree Stro
Agr
33.2% 1
 | 1.2% 15.1%
1.4% 14.2%
1.7% 15.3%
Igly
3e
1.8% 23 | 7.9% 15.8%
7.0% 11.3%
21.2%
23.2%
7.1% 22.7
 | 51.0
48.1%
30.6%
 | % 1
19.4%
28.2%
33.2% 13. | 0.2% 1775
1899
5.72 ! 94
8% 3603
 | 3.33
3.51
2.86
Mean
(Scale: 1-4) (
2.77 | 4.00
4.00
3.00
Median
Scale: 1-4)
3.00 | 1.44
1.53
1.37
Standard
Deviation
1.23 | 0.03
0.04
0.14
Standard
Error
0.02 | The avg. response is Disagree
The avg. response is Agree
The avg. response is Disagree
Interpretation of the Mean |
| Female
Male
SAFETY: PHYSICAL SAFETY
21 Students at this school threaten to hurt other students.
All Respondents (Grades 6-12)
Students of Color
 | 62.2% 61.2%
70.4% 67.5%
40.8% 33.0%
2021-22 2022-33 2023-24
Reverse Scoring Used to Calculate
"Positive Responses"
33.6% 34.5% 29.8%
37.8% 30.0% 25.8%

 | Spark Line
(not to scale) | 15.1%
14.2%
15.3%
Do Not S
Know D
23.2%
29.2% | 7.9%
7.0%
21.2%
Strongly Dis
Disagree
7.1%
8.6% | 15.8%
11.3%
30.6%
isagree /
22.7%
18.2% | 51.0% 1 48.1% 1 28.2% Agree Stro 33.2% 1 31.1% 1
 | 1.2% 15.1%
1.4% 14.2%
1.7% 15.3%
igly
3e
1.8% 23
2.9% | 7.9% 15.8%
7.0% 11.3%
21.2%
2%
7.1% 22.7
29.2% 8.6%
 | 51.0
48.1%
30.6%
 | % 1
19.4%
28.2%
33.2% 13.
31.1% 12 | 0.2% 1775 1899
 | 3.33
3.51
2.86
(Scale: 1-4) (
2.77
2.64 | 4.00
4.00
3.00
Median
Scale: 1-4)
3.00
3.00 | 1.44
1.53
1.37
Standard
Deviation
1.23
1.45 | 0.03
0.04
0.14
Standard
Error
0.02
0.05 | The avg. response is Disagree
The avg. response is Agree
The avg. response is Disagree
Interpretation of the Mean
The avg. response is Disagree
The avg. response is Disagree |
| Female
Male
SAFETY: PHYSICAL SAFETY
21 Students at this school threaten to hurt other students.
All Respondents (Grades 6-12)
 | 62.2% 61.2%
70.4% 67.5%
40.8% 33.0%
2021-22 2022-23 2023-24
Reverse Scoring Used to Calculate
"Posture Responses"
39.6% 34.5% 29.8%

 | Spark Line
(not to scale) | 15.1%
14.2%
15.3%
Do Not S
Know D | 7.9%
7.0%
21.2%
Strongly Dis
Disagree
7.1%
8.6%
5.4% | 15.8%
11.3%
30.6%
isagree
22.7%
18.2%
17.1% | 51.0% 1
48.1% 1
28.2%
Agree Stro
Agree 1
33.2% 1
31.1% 1
41.2% 1
 | .2% 15.1%
1.4% 14.2%
.7% 15.3%
ggy
38
.8% 23
.9%
.2% 18.0°
.2% 18.0° | 7.9% 15.8% 7.0% 11.3% 21.2% 21.2% 2% 7.1% 22.7 8% 8.0% 21.6%
 | 51.0
48.1%
30.6%
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 | % 1
19.4%
28.2%
33.2% 13.
31.1% 12.
18.24
7.3% 13. | 0.5% 1775 1899 1899 4.7% 1994 8% 3603 9% 950 9% 1497 9% 1497 9% 1775
 | 3.33
3.51
2.86
Mean
(Scale: 1-4) (
2.77 | 4.00
4.00
3.00
Median
Scale: 1-4)
3.00 | 1.44
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1.37
Standard
Deviation
1.23 | 0.03
0.04
0.14
Standard
Error
0.02 | The avg. response is Disagree
The avg. response is Agree
The avg. response is Disagree
Interpretation of the Mean |
| Female
Male
Nonbinary
21 Students at this school threaten to hurt other students.
All Respondents (Grades 6-12)
Students of Color
LOBTO Students
Female
Male
 | 62.2% 61.2% 70.4% 67.5% 40.8% 33.0% 2021-22 2022-23 2036 % 28.4% 78.4% 20.8% 36.6% 34.5% 28.1% 22.6% 32.6% 22.6% 32.6% 23.7% 37.8% 32.7% 37.8% 32.7% 37.8% 32.7% 37.8% 32.7% 37.8% 32.7% 37.8% 32.7%

 | Spark Line
(notto scale) | 15.1%
14.2%
15.3%
Do Not S
Know D
23.2%
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22.8%
23.6% | 7.9%
7.0%
21.2%
Strongly Dis
Disagree
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9.3% | 15.8%
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isagree
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17.1%
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24.7% | 51.0% 1
48.1% 1
28.2%
Agree Stro
Agree 1
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 | .2% 15.1%
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7% 15.3%
gly
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.6% 22
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 | 51.0
48.1%
30.6%
18.2%
41.2%
41.2%
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 | % 1
19.4%
28.2%
33.2% 13.
31.1% 12
16.2%
7.3% 13.
28.5% 14. | 22% 1775
1899
94
8% 3603
9% 950
% ! 497
6% 1775
9% 1899
 | 3.33
3.51
2.86
Mean
(Scale: 1-4)
2.64
2.77
2.64
2.74
2.72
2.82 | 4.00
4.00
3.00
Median
Scate: 1-4)
3.00
3.00
3.00
3.00
3.00
3.00 | 1.44
1.53
1.37
Standard
Deviation
1.23
1.45
1.28
1.32
1.44 | 0.03
0.04
0.14
Standard
Error
0.02
0.05
0.06
0.03
0.03 | The avg. response is Disagree
The avg. response is Agree
The avg. response is Disagree
Interpretation of the Mean
The avg. response is Disagree
The avg. response is Disagree
The avg. response is Disagree
The avg. response is Disagree
The avg. response is Disagree |
| Female
Male
SAFETY: PHYSICAL SAFETY
21 Students at this school threaten to hurt other students.
21 Students at this school threaten to hurt other students.
21 Students of Color
LOBTO Students
21 Female
22 Female
23 Female
24 F
 | 62.2% 61.2%
70.4% 67.5%
40.8% 33.0%
2021-22 2022-23 2023-24
Reservicence (both to Columbia
Topolar Segments)
39.6% 36.5% 26.8%
28.1% 22.6%
32.6% 28.3%
37.6% 33.9%
21.4% 22.4%

 | Spark Line
(not to scale) | 15.1%
14.2%
15.3%
Do Not S
Know D
23.2%
29.2%
18.0%
22.8%
 | 7.9%
7.0%
21.2%
Strongly Dis
Disagree
7.1%
8.6%
5.4%
4.8%
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EDI in the ECASD: 2024 Annual Report | 36

Female Male	30.9% 25.4% 33.7% 30.1%		19.7% 23.1%		19.7% 35.9% 20.4% 27.1%		19.7% 5.6% 19.7% 23.1% 9.6% 20.4%	35.9% 19.0% 27.1% 19.7%	1775		3.00 1.30 3.00 1.42	0.03	The avg. response is Disage The avg. response is Disage
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Y: SUBSTANCE ABUSE	2021-22 2022-23 2023-24	Spark Line (not to scale)		trongly Disa sagree	agree Agree	Strongly Agree				Mean Medi (Scale: 1-4) (Scale:		Standard Error	Interpretation of the Mea
is easy for students to use/try alcohol or drugs at school or at school-sponsored events.	Reverse Scoring Used to Calculate "Positive Responses"										,		
All Respondents (Grades 6-12)	33.3% 43.6% 36.3%		30.8%		21.3% 21.7%			.3% 21.7% 11.2%	3603		3.00 1.45	0.02	The avg. response is Disag
Students of Color LGBTQ Students	29.9% 38.6% 33.6% 37.2% 34.9%		34.1% 29.7%		18.7% 21.19 24.5% 23.09		34.1% 14.8% 1 29.7% 10.4% 24.5%	18.7% 21.1% 11.3% 23.0% 12.4%	950 497		2.00 1.60 3.00 1.51	0.05	The avg. response is Disage The avg. response is Disage
Female	37.2% 34.9% 42.6% 33.7%		30.7%		22.0% 24.2%		30.7% 11.7% 22.0		1775		3.00 1.51	0.07	The avg. response is Disage
Male	46.7% 39.4%		30.1%		20.9% 19.29			20.9% 19.2% 11.3%	1899		3.00 1.62	0.04	The avg. response is Disage
Nonbinary Y: EMERGENCY READINESS & MANAGEMENT	31.6% 37.7% 2021-22 2022-23 2023-24	Spark Line	31.8% Do Not St	9.4% 2 trongly Disa	28.2% 22.4% agree Agree	8.2% Strongly	31.8% 9.4% 28.	2% 22.4% 8.2%	94	2.75 Mean Medi	3.00 1.56 an Standard	0.16 Standard	The avg. response is Disage Interpretation of the Mea
		(not to scale)		sagree	-8100 AB100	Agree				(Scale: 1-4) (Scale:		Error	
know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous tuation (e.g. violent person on campus) during the school day.													
All Respondents (Grades 6-12)	84.1% 86.0% 82.9%		7.9% 10.0%		6.6% 54.2% 6.8% 52.0%		7.9% 6.6% 54.2% 10.0% 6.8% 52.0%	28.7% 28.3%	3603 950		4.00 1.08 4.00 1.55	0.02	The avg. response is Agre
Students of Color LGBTQ Students	82.5% 82.3% 80.3% 86.5% 85.0%	/	5.9%		5.9% 58.69		5.9% 58.6%	26.5%	497		4.00 1.55	0.05	The avg. response is Agre The avg. response is Agre
Female	86.6% 84.2%		6.4%		7.4% 58.59		6.4% 7.4% 58.5% 8.7% 5.8% 50.0%	25.7%	1775		4.00 1.38	0.03	The avg. response is Agre
Mate Nonbinary	86.4% 82.8% 80.6% 83.5%		8.7% 8.2%		5.8% 50.09 4.7% 61.29		8.2% 4.7% 61.2%	22.4%	1899 94		4.00 1.49 4.00 1.53	0.03	The avg. response is Agre The avg. response is Agre
hear about a threat to school or student safety, I would report it to an adult at school.													
All Respondents (Grades 6-12)	66.9% 76.4% 75.9%		14.4%	2.8%	6.9% 47.29	28.7%	14.4% 6.9% 47.2%	28.7%	3603	3.73	4.00 1.30	0.02	The avg. response is Agre
Students of Color	66.4% 72.6% 73.1%		17.3%	3.3%	6.4% 45.59	27.6%	17.3% 6.4% 45.5%	27.6%	950		4.00 1.66	0.05	The avg. response is Agre
LGBTQ Students Female	74.7% 76.4%		13.9% 12.7%		6.9% 47.99 6.6% 50.89		13.9% 6.9% 47.9% 12.7% 6.6% 50.8%	28.4%	497 1775		4.00 1.57 4.00 1.52	0.07	The avg. response is Agre The avg. response is Agre
Male	74.8% 74.3%		14.8%		7.4% 44.49		14.8% 7.4% 44.4%	29.9%	1899		4.00 1.60	0.04	The avg. response is Agre
Nonbinary			14.1%		7.1% 50.69		14.1% 7.1% 50.6%	24.7%	94		4.00 1.64	0.17	The avg. response is Agre
DNMENT: PHYSICAL ENVIRONMENT	2021-22 2022-23 2023-24	Spark Line (not to scale)	Do Not St Know Di	trongly Disa sagree	agree Agree	Strongly Agree				Mean Medi (Scale: 1-4) (Scale:		Standard Error	Interpretation of the Me
e bathrooms in this school are clean. All Respondents (Grades 6-12)	37.0% 33.5% 31.5%		8.5%	29.6% 3	30.4% 27.5%		8.5% 29.6% 30.4%	6 27.5% 4.0%	3603		3.00 1.03	0.02	The avg. response is Disag
Students of Color	40.0% 30.9% 29.3%		10.2%	28.4% 3	32.1% 25.9%	3.4%	10.2% 28.4% 32.1	25.9% 3.49	950	2.84	3.00 1.27	0.04	The avg. response is Disag
LGBTQ Students	31.1% 33.4%	\langle	8.0%		29.5% 29.9% 34.4% 27.6%		8.0% 29.1% 29.5% 6.2% 28.9% 34.4%		497 1775		3.00 1.24	0.06	The avg. response is Disag
Female Male	35.3% 30.6% 33.2% 32.8%		6.2% 10.0%		34.4% 27.6% 27.2% 27.6%		10.0% 28.9% 34.4% 10.0% 30.0% 27.2		1775		3.00 1.18 3.00 1.28	0.03	The avg. response is Disag The avg. response is Disag
Nonbinary	25.5% 30.6%	/	9.4%		29.4% 28.29		9,4% 30.6% 29,4		94		3.00 1.28	0.13	The avg. response is Disag
e temperature inside this school is comfortable all year round. All Respondents (Grades 6-12)	46.5% 44.2% 47.7%		8.3%	15.6% 2	28.4% 39.0%	8.7%	8.3% 15.6% 28.4%	39.0% 8.7%	3603	3.24	3.00 1.08	0.02	The avg. response is Disag
Students of Color	49.0% 45.6% 48.6%	\sim	10.4%	14.7% 2	26.2% 39.49	9.3%	10.4% 14.7% 26.2%	39.4% 9.3%	950	3.22	3.00 1.41	0.05	The avg. response is Disag
LGBTQ Students	36.1% 39.3%		8.0%		33.0% 33.0% 34.8% 34.2%		8.0% 19.7% 33.0% 6.6% 19.5% 34.8%	33.0% 6.3% 34.2% 4.8%	497 1775		3.00 1.29 3.00 1.23	0.06	The avg. response is Disag The avg. response is Disag
Female Male	37.1% 39.0% 52.2% 57.4%		9.2%		21.7% 44.9%		9.2% 11.7% 21.7%	44.9% 12.4%	1899		4.00 1.40	0.03	The avg. response is Disag
Nonbinary	29.6% 31.8%		9.4%	24.7% 3	34.1% 24.79	7.1%	9.4% 24.7% 34.1%	24.7% 7.1%	94	2.95	3.00 1.35	0.14	The avg. response is Disag
e school's outside spaces are kept clean. All Respondents (Grades 6-12)	60.8% 65.9% 55.9%		10.7%	11.3% 2	22.1% 46.5%	9.4%	10.7% 11.3% 22.1%	46.5% 9.4%	3603	3.33	4.00 1.13	0.02	The avg. response is Disag
Students of Color	60.3% 64.0% 53.7%	()	13.5%		20.5% 44.09		13.5% 12.3% 20.5%	44.0% 9.7%	950		3.00 1.46	0.05	The avg. response is Disag
LGBTQ Students Female	63.7% 47.5% 66.4% 55.2%		11.3% 9.8%		27.3% 40.3% 22.8% 48.1%		11.3% 13.9% 27.3% 9.8% 12.1% 22.8%	40.3% 7.2% ! 48.1% 7.1%	497 1775		3.00 1.36 4.00 1.34	0.06	The avg. response is Disag The avg. response is Disag
Male	66.5% 58.0%		10.8%	10.3% 2	20.9% 46.0%	11.9%	10.8% 10.3% 20.9%	46.0% 11.9%	1899	3.38	4.00 1.41	0.03	The avg. response is Disag
Nonbinary m proud of how this school looks on the outside.	57.1% 41.2%		9.4%	18.8% 3	30.6% 38.8%	2.4%	9.4% 18.8% 30.6%	38.8% 2.4	94	3.06	3.00 1.33	0.14	The avg. response is Disag
All Respondents (Grades 6-12)	44.9% 59.9% 51.7%		17.3%		19.8% 41.0%		17.3% 11.2% 19.8% 21.3% 10.7% 16.0%	41.0% 10.7% 41.3% 10.7%	3603		4.00 1.27	0.02	The avg. response is Disag
Students of Color LGBTQ Students	46.1% 61.0% 52.0% 52.5% 44.5%		21.3% 17.8%		16.0% 41.3% 23.4% 36.4%		21.3% 10.7% 16.0% 17.8% 14.3% 23.4%	41.3% 10.7% 36.4% 8.0%	950 497		3.00 1.55 3.00 1.43	0.05	The avg. response is Disag The avg. response is Disag
Female	59.2% 49.2%		18.1%		21.4% 41.69		18.1% 11.2% 21.4%	41.6% 7.6%	1775		3.00 1.43	0.03	The avg. response is Disag
Male Nonbinary	63.0% 55.5% 48.0% 37.6%		15.9% 14.1%		17.8% 41.69 32.9% 31.89		15.9% 10.8% 17.8% 14.1% 15.3% 32.9%	41.6% 13.8%	1899 94		4.00 1.50 3.00 1.40	0.03	The avg. response is Disag The avg. response is Disag
oken things at this school get fixed quickly.													
All Respondents (Grades 6-12) Students of Color	43.9% 41.5% 40.5% 41.4% 40.5% 37.6%		21.0% 27.2%		25.3% 32.7% 23.1% 30.0%		21.0% 13.2% 25.3% 27.2% 12.2% 23.1%	32.7% 7.8% 30.0% 7.6%	3603 950		3.00 1.27 3.00 1.49	0.02	The avg. response is Disag The avg. response is Disag
LGBTQ Students	34.9% 35.6%		17.6%		28.2% 29.3%		17.6% 18.7% 28.2%	29.3% 6.3%	497		3.00 1.37	0.06	The avg. response is Disag
Female	40.5% 39.4%		21.9%		27.0% 33.29		21.9% 11.7% 27.0%	33.2% 6.2%	1775		3.00 1.41	0.03	The avg. response is Disag
Mate	44.4% 43.0% 32.7% 30.6%		19.6% 17.6%		23.9% 33.49 29.4% 27.19		19.6% 13.6% 23.9% 17.6% 22.4% 29.4	33.4% 9.5% 4% 27.1% 3.59	1899 94		3.00 1.46 3.00 1.36	0.03	The avg. response is Disag The avg. response is Disag
DNMENT: INSTRUCTIONAL ENVIRONMENT	2021-22 2022-23 2023-24		Do Not St	trongly Disa		Strongly				Mean Medi	an Standard		Interpretation of the Mea
r teachers praise me when I work hard in school.		(not to scale)	Know Di	sagree		Agree				(Scale: 1-4) (Scale:	1-4) Deviation	Error	
All Respondents (Grades 6-12)	57.8% 61.2% 57.3% 60.2% 63.0% 56.8%		13.5% 17.5%		22.1% 45.3% 18.3% 45.6%		13.5% 7.1% 22.1% 17.5% 7.4% 18.3%	45.3% 12.0% 45.6% 11.3%	3603 950		4.00 1.19 4.00 1.52	0.02	The avg. response is Disag
Students of Color LGBTQ Students	60.2% 63.0% 56.8% 57.8% 54.0%		13.7%		24.1% 44.09		13.7% 8.2% 24.1%	44.0% 10.0%	497		4.00 1.52	0.05	The avg. response is Disag The avg. response is Disag
Female	60.5% 55.9%		11.8%		25.3% 45.9%	10.0%	11.8% 7.0% 25.3%	45.9% 10.0%	1775	3.35	4.00 1.38	0.03	The avg. response is Disag
Mate Nonbinary	63.3% 59.8% 52.0% 50.6%		14.4% 12.9%		18.8% 45.5% 30.6% 45.9%		14.4% 7.0% 18.8% 12.9% 5.9% 30.6%	45.5% 14.2% 45.9% 4.7%	1899 94		4.00 1.48 3.00 1.41	0.03	The avg. response is Disag The avg. response is Disag
		_											
			40	E 00/			12 204 5 004 14 /04	52.4%		0.17	4.00		The avg. response is Agr
/ teachers give me individual attention when I need it. All Respondents (Grades 6-12) Students of Color	65.7% 66.7% 66.5% 65.9% 63.8% 62.5%		13.3% 19.1%		14.4% 53.49 13.2% 50.09		13.3% 5.8% 14.4% 19.1% 5.3% 13.2%	53.4% 13.1% 50.0% 12.5%	3603 950		4.00 1.19 4.00 1.56	0.02	
All Respondents (Grades 6-12) Students of Color LGBTQ Students	65.9% 63.8% 62.5% 66.7% 67.0%		19.1% 12.1%	5.3% 1 6.5% 1	13.2% 50.0% 14.3% 54.2%	12.5% 12.8%	19.1% 5.3% 13.2% 12.1% 5.5% 14.3%	50.0% 12.5% 54.2% 12.8%	950 497	3.32 3.49	4.00 1.56 4.00 1.45	0.05	The avg. response is Disag The avg. response is Agre
All Respondents (Grades 6-12) Students of Color LGBTQ Students Female	65.9% 63.8% 62.5% 66.7% 67.0% 67.8% 66.3%		19.1%	5.3% 1 6.5% 1 5.8% 1	13.2% 50.0% 14.3% 54.2% 16.2% 55.9%	12.5% 12.8% 10.4%	19.1% 5.3% 13.2%	50.0% 12.5%	950 497 1775	3.32 3.49 3.48	4.00 1.56 4.00 1.45 4.00 1.39	0.05 0.06 0.03	The avg. response is Disag The avg. response is Agre The avg. response is Agre
All Resondents (Grades 6-12) Students of Color LGBTQ Students Female Male Nothinary	65.9% 63.8% 62.5% 66.7% 67.0%		19.1% 12.1% 11.7%	5.3% 1 6.5% 1 5.8% 1 5.4% 1	13.2% 50.0% 14.3% 54.2%	12.5% 12.8% 10.4% 16.1%	19.1% 5.3% 13.2% 12.1% 5.5% 14.3%	50.0% 12.5% 54.2% 12.8%	950 497	3.32 3.49 3.48 3.51	4.00 1.56 4.00 1.45 4.00 1.39	0.05	The avg. response is Disag The avg. response is Agro The avg. response is Agro The avg. response is Agro
All Respondents (Grades 6-12) Students of Color LGBTQ Students Female Male Nonbinary y teachers often connect what I am learning in class to life outside of the school.	65.9% 63.8% 62.5% 66.7% 67.0% 67.8% 66.3% 67.3% 68.3% 61.2% 61.2%		19.1% 12.1% 11.7% 14.0%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1	13.2% 50.0% 14.3% 54.2% 16.2% 55.9% 12.3% 52.2%	12.5% 12.8% 10.4% 16.1% 9.4%	19.1% 3.3% 13.2% 12.1% 6.3% 14.3% 11.7% 5.3% 12.3% 14.0% 5.4% 12.3% 12.9% 9.4% 16.5% 16.2% 8.5% 22.3%	50.0% 12.6% 54.2% 12.8% 55.9% 10.4% 52.2% 16.1% 51.8% 5.4%	950 497 1775 1899 94	3.32 3.49 3.48 3.51 3.35	4.00 1.56 4.00 1.45 4.00 1.39 4.00 1.50 4.00 1.50	0.05 0.06 0.03 0.03 0.15	The avg. response is Disag The avg. response is Agre The avg. response is Agre The avg. response is Agre The avg. response is Disag
All Resondents (Grades 6-12) Students of Color LG8TQ Students Female Male Nonbinary (teachers often connect what I am learning in class to life outside of the school. All Resondents (Grades 6-12) Students of Color	65.9% 63.8% 62.5% 66.7% 67.9% 66.3% 67.3% 68.3% 61.2% 61.2% 61.2% 61.2% 48.7% 54.4% 53.1% 49.4% 56.2% 52.4%		19.1% 12.1% 11.7% 14.0% 12.9% 16.2% 19.7%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1 8.5% 2 8.5% 1	13.2% 50.0% 14.3% 54.2% 16.2% 55.9% 12.3% 52.2% 16.5% 51.8% 22.3% 42.7% 19.4% 42.7%	a 12.5% 12.8% 10.4% 16.1% 9.4% 10.3% 9.7%	19.1% 5.2% 13.2% 12.1% 6.5% 14.3% 11.1% 6.2% 16.2% 14.0% 2.4% 12.9% 12.9% 6.4% 12.9% 14.0% 2.4% 12.9% 15.2% 6.4% 12.3% 16.2% 6.4% 12.3% 19.7% 6.4% 12.4%	50.0% 12.5% 54.2% T2.8% 55.9% 10.4% 2.2% 46.1% 51.8% 9.4% 42.7% 10.3% 42.7% 9.7%	950 497 1775 1899 94 3603 950	3.32 3.49 3.48 3.51 3.35 3.23 3.14	4.00 1.56 4.00 1.45 4.00 1.39 4.00 1.50 4.00 1.50 4.00 1.23 3.00 1.52	0.05 0.06 0.03 0.03 0.15 0.02 0.05	The avg. response is Disag The avg. response is Agre The avg. response is Agre The avg. response is Agre The avg. response is Disag The avg. response is Disag The avg. response is Disag
All Respondents (Grades 6-12) Students of Color LOBTQ Students Female Male Nonbinary teachers often connect what I am learning in class to life outside of the school. All Respondents (Grades 6-12) Students of Color LOBTQ Students	65.9% 63.8% 62.5% 66.7% 67.0% 67.8% 66.3% 67.3% 68.3% 61.2% 61.2% 48.7% 54.4% 53.1% 49.4% 56.2% 52.4% 51.8% 49.7% 51.8%		19.1% 12.1% 11.7% 14.0% 12.9% 16.2% 19.7% 15.2%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1 8.5% 2 8.5% 1 9.3% 2	13.2% 50.0% 14.3% 54.2% 16.2% 55.9% 12.3% 52.2% 16.5% 51.8% 22.3% 42.7% 19.4% 42.7% 25.8% 41.6%	a 12.5% 12.8% 10.4% 16.1% 9.4% 10.3% 9.7% 8.0%	10.1% 52% 12.2% 11.1% 52% 12.2% 11.7% 52.3% 14.3% 11.7% 52.3% 15.3% 12.9% 24.0% 15.3% 15.2% 6.5% 16.3% 15.2% 6.5% 19.4% 15.2% 6.5% 19.4%	50.0% 12.5% 54.2% 12.8% 55.5% 10.4% 22% 16.1% 51.8% 0.4% 42.7% 10.3% 42.7% 5.7% 41.6% 8.6%	950 497 1775 1899 94 3603 950 497	3.32 3.49 3.48 3.51 3.35 3.23 3.14 3.18	4.00 1.56 4.00 1.45 4.00 1.39 4.00 1.50 4.00 1.50 4.00 1.50 3.00 1.52 3.00 1.52 3.00 1.52	0.05 0.06 0.03 0.03 0.15 0.02 0.05 0.06	The avg. response is Disag The avg. response is Agr The avg. response is Agr The avg. response is Agr The avg. response is Disag The avg. response is Disag The avg. response is Disag The avg. response is Disag
All Rescondents (Grades 6-12) Students of Color LGBTQ Students Female Male Nonbinary teachers often connect what I am learning in class to life outside of the school. All Respondents (Grades 6-12) Students of Color	65.9% 63.8% 62.5% 66.7% 67.9% 66.3% 67.3% 68.3% 61.2% 61.2% 61.2% 61.2% 48.7% 54.4% 53.1% 49.4% 56.2% 52.4%		19.1% 12.1% 11.7% 14.0% 12.9% 16.2% 19.7%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1 8.5% 2 8.5% 1 9.3% 2 8.2% 2	13.2% 50.0% 14.3% 54.2% 16.2% 55.9% 12.3% 52.2% 16.5% 51.8% 22.3% 42.7% 19.4% 42.7%	 12.5% 12.8% 10.4% 16.1% 9.4% 10.3% 9.7% 8.0% 8.0% 12.8% 	10.7% 2.7% 12.8% 12.1% 5.0% 16.3% 11.7% 5.0% 16.2% 12.9% 5.0% 12.2% 5 12.9% 5.0% 12.3% 5 12.9% 5.0% 12.8% 5 12.9% 5.0% 5.0% 5 10.7% 5.0% 5.6% 5 10.5% 5.0% 2.6.3% 5 10.6% 5.2% 2.6.1% 5	50.0% 12.5% 56.2% 12.4% 56.9% 10.4% 51.8% 5.4% 42.7% 10.3% 42.7% 5.7% 42.7% 8.6% 42.7% 8.6% 42.7% 8.6% 42.7% 8.6% 42.9% 8.6%	950 497 1775 1899 94 3603 950	3.32 3.49 3.51 3.35 3.23 3.14 3.18 3.20	4.00 1.56 4.00 1.45 4.00 1.39 4.00 1.50 4.00 1.50 4.00 1.23 3.00 1.52	0.05 0.06 0.03 0.03 0.15 0.02 0.05	The avg. response is Disag The avg. response is Agr The avg. response is Agr The avg. response is Agr The avg. response is Disag The avg. response is Disag The avg. response is Disag The avg. response is Disag The avg. response is Disag
All Respondents (Grades 6-12) Students of Color LOBTO Students Female Male Nonbinary teachers often connect what I am learning in class to life outside of the school. All Respondents (Grades 6-12) Students of Color LOBTO Students Female Male Nonbinary	65.9% 63.8% 62.5% 66.7% 67.0% 67.0% 67.8% 66.3% 67.3% 61.2% 61.2% 61.2% 43.7% 54.4% 53.1% 51.8% 51.2% 51.7%		19.1% 12.1% 11.7% 14.0% 12.9% 16.2% 19.7% 15.2% 16.0%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1 8.5% 2 8.5% 1 9.3% 2 8.2% 2 8.3% 2	13.2% 50.0% 14.3% 54.2% 16.2% 55.9% 12.3% 52.2% 16.5% 51.8% 22.3% 42.7% 9.9.4% 42.7% 25.8% 41.6% 24.1% 43.7%	 12.5% 12.8% 10.4% 16.1% 9.4% 10.3% 9.7% 8.0% 8.0% 8.0% 12.8% 	19.5% 2.5% 13.2% 12.1% 2.5% 14.2% 11.7% 5.3% 16.2% 14.0% 5.4% 15.4% 14.0% 5.4% 15.4% 14.0% 5.4% 15.4% 14.2% 5.5% 22.3% 19.7% 5.5% 15.4% 19.2% 5.5% 15.4% 19.2% 5.5% 22.3%	50.0% 12.5% 54.2% 12.4% 58.5% 10.4% 22.% 16.1% 51.8% 8.4% 42.7% 9.7% 42.7% 9.7% 41.6% 8.6%	950 497 1775 1899 94 3603 950 497 1775	3.32 3.49 3.48 3.51 3.35 3.23 3.14 3.18 3.20 3.29	4.00 1.56 4.00 1.45 4.00 1.39 4.00 1.50 4.00 1.50 4.00 1.23 3.00 1.52 3.00 1.41	0.05 0.06 0.03 0.03 0.15 0.02 0.05 0.06 0.03	The avg. response is Diag The avg. response is Agr The avg. response is Agr The avg. response is Agr The avg. response is Diag The avg. response is Diag
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All Respondents (Grades 6-12) Students of Color LOBTO Students Female Nonbinary teachers often connect what I am learning in class to life outside of the school. All Respondents (Grades 6-12) Students of Color LOBTO Students Male Nonbinary e toolcs I am learning in school are important to me. Nonbinary El Color Students of Color Nonbinary El Color Students of Color Nonbinary El Color Students of Color LOBTO Students of Color	65.9% 63.8% 62.5% 67.9% 67.0% 67.0% 67.8% 66.3% 67.3% 61.2% 67.3% 68.3% 61.2% 61.2% 52.4% 94.9% 56.2% 52.4% 53.2% 51.7% 53.2% 52.0% 43.5% 52.0% 57.0% 57.7% 54.7% 51.1% 61.7% 51.7% 52.0% 43.5% 55.6% 57.0% 57.7% 54.7% 51.1% 55.1% 57.1% 51.3% 57.1% 57.1%		19.1% 12.1% 11.7% 14.0% 12.9% 16.2% 15.2% 16.0% 15.6% 15.3% 13.3% 13.3% 16.9% 11.7%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1 8.5% 2 8.5% 1 9.3% 2 8.5% 2 8.2% 2 14.1% 2 10.9% 2 10.9% 2 12.1% 2	3.2% 50.0% 4.3% 54.2% 6.2% 55.9% 12.3% 52.2% 6.5% 51.8% 22.3% 42.7% 52.8% 41.6% 24.1% 43.7% 20.5% 42.8% 27.1% 38.8% 21.2% 42.6% 77.5% 43.4% 41.0% 41.0%	 12.5% 12.8% 10.4% 16.1% 9.4% 16.3% 9.7% 8.0% 8.0% 12.8% 4.7% 12.0% 13.7% 11.1% 	19.0% 2% 12.0% 53.0% 12.1% 53.0% 14.3% 14.3% 11.7% 2.1% 15.2% 54.3% 14.0% 2.0% 65.9% 15.2% 56 10.2% 5.5% 52.3% 15.0% 15.0% 10.2% 5.5% 52.3% 15.0% 15.2% 25.3% 10.5% 5.5% 22.3% 15.0%	50.0% 52.5% 56.2% 52.8% 56.7% 10.4% 52.7% 10.4% 42.7% 10.3% 42.7% 5.7% 42.7% 5.7% 42.7% 5.0% 42.7% 5.0% 42.7% 5.0% 42.7% 5.0% 42.8% 12.0% 42.8% 12.0% 42.6% 12.0% 42.6% 12.0% 41.0% 13.7%	950 497 1775 1899 94 3603 950 497 1775 1899 94 3603 950 94 3603 950	3.32 3.49 3.48 3.51 3.35 3.23 3.14 3.18 3.20 3.29 3.04 3.29 3.04 3.28 3.28 3.28	4.00 1.56 4.00 1.45 4.00 1.39 4.00 1.50 4.00 1.50 4.00 1.52 3.00 1.52 3.00 1.41 3.00 1.41 4.00 1.42 4.00 1.42 4.00 1.52 3.00 1.43 3.00 1.42 4.00 1.52 3.00 1.43	0.05 0.06 0.03 0.03 0.03 0.05 0.05 0.06 0.03 0.15 0.05 0.05 0.06	The avg. response is Diag The avg. response is Agre The avg. response is Agre The avg. response is Agre The avg. response is Diag The avg. response is Diag
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All Respondents (Grades 6-12) Students of Color LOBTO Students Female Nonbinary y teachers often connect what I am learning in class to life outside of the school. All Respondents (Grades 6-12) Students of Color Heat I am learning in school are important to me. Nonbinary te tooles I am learning in school are important to me. All Respondents (Grades 6-12) Students of Color LOBTO Students Female Male Male Male Male Male Male Male M	65.9% 63.8% 62.5% 67.9% 67.0% 67.0% 67.8% 66.3% 67.3% 67.2% 67.0% 67.0% 67.2% 67.0% 67.0% 67.3% 68.3% 67.3% 67.2% 57.4% 53.1% 49.4% 56.2% 52.4% 53.2% 51.7% 53.2% 52.0% 43.5% 52.0% 57.0% 57.2% 54.7% 51.3% 52.1% 51.3% 57.0% 57.2% 53.3% 51.0% 51.8% 51.8% 82.2% 82.7% 79.6%		19.1% 12.1% 11.7% 11.7% 12.9% 15.2% 15.2% 15.6% 15.6% 15.6% 15.6% 15.6% 15.6% 13.3% 13.3% 13.9%	5.3% 1 6.5% 1 5.8% 1 5.4% 1 9.4% 1 9.3% 2 8.5% 2 8.5% 2 8.3% 2 14.1% 2 8.5% 1 10.9% 2 8.3% 2 11.0% 1 15.3% 2 2.7% 3.3%	3.2% 50.0% 4.3% 50.2% 6.2% 55.9% 12.3% 52.2% 12.3% 52.2% 12.3% 42.7% 19.4% 42.7% 19.4% 42.7% 10.5% 41.6% 42.1% 42.6% 11.2% 42.8% 11.2% 42.6% 23.7% 43.4% 41.1% 41.0% 42.1% 43.1% 19.1% 42.4% 41.1% 41.0% 42.4% 42.4% 42.4% 43.1% 41.1% 41.0% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 42.4% 6.3% 48.2%	12.5% 12.8% 12.8% 10.4% 10.4% 10.4% 10.4% 10.3% 9.4% 10.3% 9.7% 8.0% 12.8% 12.8% 13.7% 11.1% 10.1% 14.4% 27.3% 28.3%	19.9% 2.7% 12.9% 12.1% 5.9% 14.3% 11.7% 12.9% 5.0% 12.2% 10.9% 14.9% 5.0% 12.2% 10.9% 12.9% 5.0% 12.3% 10.9% 19.5% 5.0% 2.2.3% 10.9% 19.2% 5.0% 2.6% 2.2.3% 19.5% 5.0% 2.6% 10.9% 19.5% 2.0% 2.3% 10.9% 19.5% 2.0% 2.2% 10.9% 19.5% 2.0% 10.9% 2.1% 19.5% 12.9% 2.0% 10.9% 19.5% 12.9% 2.2% 10.9% 19.5% 12.9% 2.2% 10.9% 10.9% 12.9% 12.9% 12.9% 10.9% 12.3% 12.4% 12.4% 10.9% 12.3% 12.4% 12.4% 10.9% 6.2% 2.2% 12.9% 10.9% 6.2% 2.2%	50.0% 12.2% 56.7% 12.4% 56.7% 10.4% 56.7% 10.4% 2.2% 16.1% 54.2% 10.3% 42.7% 10.3% 42.7% 8.0% 42.7% 8.0% 42.7% 8.0% 42.7% 8.0% 42.7% 8.0% 42.6% 12.0% 42.6% 12.0% 42.6% 12.0% 42.3% 10.0% 42.4% 13.1% 1 42.3% 52.7% 1 42.4% 10.1% 1 42.3% 12.0% 1 42.3% 12.0% 1 42.3% 12.0% 1 42.3% 1 2.0% 42.4% 1 2.7% 42.4% 2.2% 1	950 497 1775 1899 94 3603 950 497 1775 1899 94 3603 950 497 1775 1899 94 3603 950	3.32 3.49 3.48 3.51 3.35 3.23 3.14 3.14 3.18 3.20 3.29 3.29 3.24 3.29 3.24 3.28 3.28 3.28 3.28 3.28 3.28 3.28 3.20 3.28 3.28 3.20 3.28 3.28 3.20 3.28 3.28 3.29 3.28 3.28 3.29 3.28 3.29 3.28 3.29 3.28 3.29 3.29 3.29 3.29 3.29 3.29 3.29 3.29	4.00 1.56 4.00 1.45 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.41 3.00 1.41 3.00 1.41 3.00 1.42 4.00 1.54 4.00 1.54 3.00 1.41 4.00 1.54 3.00 1.41 4.00 1.47 3.00 1.41 4.00 1.47	0.05 0.06 0.03 0.03 0.05 0.05 0.05 0.06 0.03 0.05 0.06 0.03 0.05 0.06 0.03 0.05 0.06 0.03 0.03 0.05 0.06 0.03 0.05 0.06 0.03 0.05 0.06 0.03 0.03 0.03 0.03 0.03 0.03 0.03	The avg. response is Diag The avg. response is Agre The avg. response is Agre The avg. response is Diag The avg. response is Diag
Students of Color LGBTQ Students Female Nonbinary y teachers often connect what I am learning in class to Life outside of the school. All Respondents (Grades 6-12) Students of Color LGBTQ Students Female Nonbinary All Respondents (Grades 6-12) Students of Color LGBTQ Students Female Maie Maie Maie Maie Maie Maie Maie Mai	65.9% 63.8% 62.5% 67.9% 67.0% 67.0% 67.8% 66.3% 67.3% 67.8% 66.3% 67.3% 67.9% 67.0% 67.0% 67.9% 66.3% 67.3% 68.3% 61.2% 64.4% 53.9% 53.3% 51.7% 53.3% 51.2% 52.4% 57.0% 57.7% 54.7% 51.1% 52.1% 52.1% 57.0% 57.7% 54.7% 51.7% 50.4% 52.1% 52.0% 52.1% 52.1% 57.0% 53.4% 52.1% 57.0% 53.4% 52.1% 57.0% 53.4% 53.4% 59.4% 56.8% 51.0% 51.0% 51.0% 51.6% 52.2% 82.7% 79.6%		19.1% 12.1% 11.7% 14.0% 12.9% 16.2% 19.7% 15.2% 16.0% 15.6% 15.6% 15.6% 15.3% 13.3% 16.9% 13.2% 13.0% 11.6%	5.3% 1 6.5% 1 5.6% 1 9.4% 1 9.4% 1 9.3% 2 8.5% 2 8.5% 1 9.3% 2 8.2% 2 8.2% 2 14.1% 2 10.0% 2 1.0.0% 2 11.0% 2 1.0.0% 2 1.0.0% 2 1.0.0% 2 2.7% 3.3% 2 2.8%	3.2% 50.0% 4.3% 50.0% 54.23% 55.9% 12.3% 52.9% 12.3% 52.9% 12.3% 52.9% 12.3% 52.9% 12.3% 42.7% 19.4% 42.7% 19.4% 42.7% 19.4% 42.7% 19.4% 42.7% 10.5% 42.8% 17.5% 43.4% 41.9% 41.0% 32.7% 43.1% 19.1% 42.4% 19.1% 42.4% 47.11 41.0% 52.3% 47.18	 12.5% 12.8% 10.4% 16.1% 9.4% 16.3% 9.7% 8.0% 8.0% 4.7% 12.8% 4.7% 13.7% 11.1% 14.4% 4.7% 27.3% 28.3% 24.7% 24.7% 	19.9% 2.7% 12.9% 12.1% 5.9% 14.3% 11.7% 12.9% 5.0% 16.2% 12.9% 10.9% 14.0% 2.0% 12.2% 10.9% 10.9% 12.9% 4.0% 2.2.3% 10.9% 10.9% 19.5% 5.0% 2.2.3% 10.9% 10.9% 19.5% 5.0% 2.3.1% 10.9% 10.9% 19.5% 5.0% 10.5% 10.9% 10.9% 19.5% 10.9% 22.5% 10.9% 10.9% 19.5% 10.9% 22.5% 10.9% 10.9% 19.5% 10.9% 22.5% 10.9% 10.9% 10.2% 10.9% 22.5% 10.9% 10.9% 10.2% 10.9% 22.4% 10.9% 10.9% 10.2% 10.9% 22.4% 10.9% 10.9% 10.2% 10.9% 23.9% 23.4% 10.9% 10.9% 62.9% 13.5% 24.4% <td>50.0% 52.5% 56.2% 52.3% 56.9% 52.4% 56.9% 52.4% 56.9% 52.4% 56.9% 52.4% 56.9% 52.4% 51.8% 52.4% 42.7% 10.3% 42.7% 6.0% 42.7% 6.0% 42.7% 6.0% 42.9% 12.0% 42.6% 12.2% 42.6% 12.0% 42.6% 15.7% 41.0% 4.0% 42.4% 14.4% 42.4% 14.4% 42.4% 4.2% 42.4% 4.2% 42.4% 4.2% 42.4% 4.2% 42.4% 4.2% 42.7% 2.4% 42.7% 2.4%</td> <td>950 497 1775 1899 94 3603 950 497 1775 1899 950 497 1775 1899 950 497 1775 1899 950 497</td> <td>3.32 3.49 3.49 3.51 3.51 3.23 3.14 3.18 3.20 3.29 3.04 3.29 3.04 3.29 3.24 3.28 3.28 3.28 3.29 3.29 3.04 3.29 3.20 3.29 3.04 3.29 3.20 3.29 3.20 3.29 3.20 3.29 3.04 3.29 3.20 3.29 3.20 3.29 3.20 3.29 3.20 3.29 3.04 3.29 3.20 3.29 3.20 3.29 3.04 3.29 3.29 3.29 3.04 3.29 3.20</td> <td>4.00 1.56 4.00 1.49 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.52 3.00 1.51 3.00 1.41 3.00 1.41 4.00 1.64 3.00 1.41 3.00 1.41 4.00 1.54 3.00 1.41 4.00 1.54 3.00 1.41 4.00 1.41 4.00 1.54 3.00 1.41</td> <td>0.05 0.06 0.03 0.15 0.05 0.05 0.06 0.03 0.15 0.06 0.03 0.15 0.05 0.06 0.05 0.05 0.05 0.05 0.05 0.0</td> <td>The arg, response is Diag The arg, response is Agro The arg, response is Agro The arg, response is Agro The arg, response is Diag The arg, response is Diag</td>	50.0% 52.5% 56.2% 52.3% 56.9% 52.4% 56.9% 52.4% 56.9% 52.4% 56.9% 52.4% 56.9% 52.4% 51.8% 52.4% 42.7% 10.3% 42.7% 6.0% 42.7% 6.0% 42.7% 6.0% 42.9% 12.0% 42.6% 12.2% 42.6% 12.0% 42.6% 15.7% 41.0% 4.0% 42.4% 14.4% 42.4% 14.4% 42.4% 4.2% 42.4% 4.2% 42.4% 4.2% 42.4% 4.2% 42.4% 4.2% 42.7% 2.4% 42.7% 2.4%	950 497 1775 1899 94 3603 950 497 1775 1899 950 497 1775 1899 950 497 1775 1899 950 497	3.32 3.49 3.49 3.51 3.51 3.23 3.14 3.18 3.20 3.29 3.04 3.29 3.04 3.29 3.24 3.28 3.28 3.28 3.29 3.29 3.04 3.29 3.20 3.29 3.04 3.29 3.20 3.29 3.20 3.29 3.20 3.29 3.04 3.29 3.20 3.29 3.20 3.29 3.20 3.29 3.20 3.29 3.04 3.29 3.20 3.29 3.20 3.29 3.04 3.29 3.29 3.29 3.04 3.29 3.20	4.00 1.56 4.00 1.49 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.52 3.00 1.51 3.00 1.41 3.00 1.41 4.00 1.64 3.00 1.41 3.00 1.41 4.00 1.54 3.00 1.41 4.00 1.54 3.00 1.41 4.00 1.41 4.00 1.54 3.00 1.41	0.05 0.06 0.03 0.15 0.05 0.05 0.06 0.03 0.15 0.06 0.03 0.15 0.05 0.06 0.05 0.05 0.05 0.05 0.05 0.0	The arg, response is Diag The arg, response is Agro The arg, response is Agro The arg, response is Agro The arg, response is Diag The arg, response is Diag
All Respondents (Grades 6-12) Students of Color LGBTQ Students Fermale Maie Nonbinary ty teachers often connect what I am learning in class to life outside of the school. All Respondents (Grades 6-12) Color I am learning in school are important to me. All Respondents (Grades 6-12) Students of Color Color Color Color Students of Color Color Color Students of Color	65.9% 63.8% 62.5% 67.9% 67.0% 67.0% 67.8% 66.3% 67.7% 67.8% 66.3% 67.7% 67.9% 67.0% 67.0% 67.7% 67.0% 67.0% 67.7% 56.3% 61.2% 48.7% 53.1% 62.7% 53.2% 51.7% 56.3% 52.0% 43.5% 52.0% 52.0% 52.7% 56.4% 51.1% 52.1% 51.1% 52.0% 52.1% 51.1% 52.0% 52.1% 51.1% 52.0% 52.1% 51.1% 52.0% 52.1% 51.1% 52.0% 52.1% 51.1% 51.0% 51.0% 51.0% 52.0% 52.7% 56.8% 51.0% 51.0% 51.0% 52.0% 52.7% 56.8% 51.0% 51.5% 55.0%		19.1% 12.1% 11.7% 14.0% 12.9% 14.0% 15.2% 16.0% 15.2% 15.2% 15.3% 15.3% 15.3% 15.3% 15.3% 15.3% 15.3% 15.3% 10.6%	5.3% 1 5.8% 1 5.8% 1 5.8% 1 5.4% 1 9.4% 1 9.4% 1 9.4% 1 9.4% 1 9.4% 1 9.3% 2 8.5% 1 9.3% 2 8.3% 2 10.9% 2 11.1% 1 15.3% 2 2.7% 3.3% 2.7% 2.3%	3.2% 50.0° 3.2% 50.0° 4.3% 54.2% 5.2% 52.9% 52.3% 52.2% 52.3% 52.2% 52.3% 52.2% 52.3% 52.2% 52.3% 42.7% 52.5% 41.6% 52.5% 41.6% 52.5% 41.6% 52.8% 41.6% 52.8% 41.6% 42.7% 42.6% 7.1% 38.8% 7.1% 38.4% 42.4% 47.1% 6.2% 52.3% 6.2% 52.3% 6.2% 52.3% 6.3% 48.2%	12.5% 12.8% 12.8% 10.4% 16.1% 9.7% 8.0% 12.8% 4.7% 12.8% 12.8% 12.8% 12.8% 12.8% 12.8% 12.7% 13.7% 13.7% 2.3% 2.4.7% 2.5.5% 2.5.5% 2.5.5%	19.7% 2.7% 12.9% 12.7% 52.8% 52.8% 12.7% 52.8% 52.8% 12.9% 52.8% 52.9% 12.9% 52.6% 52.8% 12.9% 52.6% 52.8% 12.9% 52.6% 52.8% 12.2% 2.4.1% 52.8% 13.2% 52.8% 52.9% 13.2% 52.8% 52.9% 13.2% 52.4% 52.9% 13.2% 52.8% 52.9% 13.2% 52.9% 52.4% 13.2% 52.9% 52.9% 13.2% 12.9% 52.9% 13.2% 12.9% 52.9% 13.2% 12.9% 52.9% 13.9% 6.3% 22.4% 13.9% 6.3% 22.4% 13.9% 6.3% 42.9% 13.9% 6.3% 42.4%	50.0% 12.5% 50.9% 12.5% 55.9% 10.4% 52.9% 10.5% 53.9% 10.5% 42.7% 10.3% 42.7% 20.5% 42.7% 20.5% 42.7% 20.5% 42.6% 30.8% 42.6% 12.0% 42.6% 12.0% 42.6% 13.7% 42.6% 13.7% 42.6% 15.5% 42.4% 14.4% 42.7% 2.0% 42.6% 12.0% 42.6% 12.0% 42.6% 13.7% 42.6% 13.7% 42.6% 14.6% 42.7% 14.4% 42.6% 12.0% 42.6% 12.0% 42.6% 12.0% 42.6% 12.0% 42.6% 12.0% 42.6% 12.0% 42.6% 12.0%	950 497 1775 1899 94 3603 950 497 1775 1899 94 3603 950 497 1775 1899 94 3603 950 950 950	3.32 3.49 3.49 3.51 3.51 3.23 3.23 3.29 3.21 3.29 3.21 3.29 3.21 3.29 3.21 3.29 3.21 3.29 3.21 3.29 3.21 3.29	4.00 1.56 4.00 1.45 4.00 1.50 4.00 1.50 4.00 1.50 4.00 1.23 3.00 1.23 3.00 1.41 4.00 1.47 3.00 1.41 4.00 1.47 3.00 1.41 4.00 1.54 3.00 1.41 4.00 1.54 4.00 1.47 4.00 1.41 4.00 1.41 4.00 1.41 4.00 1.41 4.00 1.41	0.05 0.06 0.03 0.03 0.15 0.02 0.05 0.06 0.03 0.03 0.03 0.05 0.06 0.05 0.06 0.03 0.03 0.05 0.05 0.06 0.03 0.15	The avg. response is Diag The avg. response is Are The avg. response is Are The avg. response is Diag The avg. response is Diag

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All Respondents (Grades 6-12)	58.7% 60.2%			22.1%	6.1%	13.3%	44.4%	14.1%	22.1%	13.3%	44.4%	14.1%	3603	3.22	4.00	1.38	0.02	The avg. response is Disagr
Students of Color	56.7% 56.7%	54.3%		28.0%	7.4%	10.3%	40.9%	13.4%	28.0%	10.3%	40.9%	13.4%	950	3.04	3.00	1.64	0.05	The avg. response is Disagre
LGBTQ Students	54.3%	56.0%	/	23.0%	6.1%	15.0%	44.3%	11.7%	23.0%	15.0%	44.3%	11.7%	497	3.16	4.00	1.55	0.07	The avg. response is Disagre
Female	57.2%	55.6%		22.6%	6.3%	15.4%	44.1%	11.5%	22.6%	15.4%	44.1%	11.5%	1775	3.16	4.00	1.53	0.04	The avg. response is Disagre
Male	65.1%	62.7%		20.5%	5.7%	11.1%	45.7%	17.0%	20.5%	11.1%	45.7%	17.0%	1899	3.33	4.00	1.58	0.04	The avg. response is Disagre
Nonbinary	49.0%	49.4%	/	24.7%	8.2%	17.6%	42.4%	7.1%	24.7%	17.69	4	.4% 7.1%	94	2.99	3.00	1.55	0.16	The avg. response is Disagre
Students at this school try to work out their disagreements with other students by talking t	0																	
them.			~						_									
All Respondents (Grades 6-12)	33.0% 36.8%			20.2%	19.5%	26.7%	27.6%	5.9%	20.2%	19.5%	26.7%	27.6% 5.9%	3603	2.79	3.00	1.21	0.02	The avg. response is Disagr
Students of Color	34.5% 36.4%			24.9%	19.1%	22.6%	26.7%	6.6%	24.9%	19.1%	22.6%	26.7% 6.6%	950	2.71	3.00	1.44	0.05	The avg. response is Disagre
LGBTQ Students	23.3%			18.0%	29.1%	33.6%	16.1%	3.3%	18.0%	29.1%	33.6%	16.1% 3.39	497	2.57	2.00	1.22	0.05	The avg. response is Strongly Dis
Female	34.4%	29.8%		19.5%	21.1%	29.5%	26.0%	3.8%	19.5%	21.1%	29.5%	26.0% 3.89	1775	2.73	3.00	1.31	0.03	The avg. response is Disagre
Male	42.0%	38.6%		20.2%	17.4%	23.8%	30.4%	8.2%	20.2%	17.4%	23.8%	30.4% 8.2%	1899	2.89	3.00	1.43	0.03	The avg. response is Disagr
Nonbinary	20.4%	11.8%		24.7%	28.2%	35.3%	10.6%	1.2%	24.7%	28.2%	35	3% 10.6%1.2	94	2.35	2.00	1.18	0.12	The avg. response is Strongly Dis
IRONMENT: DISCIPLINE	2021-22 2022-23	2023-24	Spark Line	Do Not	Strongly	Disagree	Agree S	Strongly						Mean	Median 3	Standard S	Standard	Interpretation of the Mear
			(not to scale)		Disagree	-	-	Agree						(Scale: 1-4) (Scale: 1-4)	Deviation	Error	
My teachers make it clear to me when I have misbehaved in class.																		
All Respondents (Grades 6-12)	78.7% 78.8%	75.4%		16.4%	2.2%	6.1%	56.1%	19.3%	16.4%	6.1%	56.1%	19.3%	3603	3.60	4.00	1.29	0.02	The avg. response is Agre
Students of Color	78.8% 75.8%	74.0%		18.2%	2.1%	5.7%	54.2%	19.8%	18.2%	5.7%	54.2%	19.8%	950	3.55	4.00	1.62	0.05	The avg. response is Agre
LGBTQ Students		72.0%		16.9%	3.3%	7.8%	54.9%	17.1%	16.9%	7.8%	54.9%	17.1%	497	3.52	4.00	1.55	0.07	The avg. response is Agree
Female	78.4%			16.3%	2.0%	6.3%	58.0%	17.3%	16.3%		58.0%	17.3%	1775	3.58	4.00	1.52	0.04	The avg. response is Agre
Male	80.8%		~	15.2%	2.0%	5.6%	55.3%	21.6%	15.2% 5		55.3%	21.6%	1899	3.66	4.00	1.55	0.04	The avg. response is Agre
Mate	72.5%	64.7%		23.5%	2.2%	9.4%	48.2%	16.5%	23.5%	9.4%	48.2%	16.5%	94	3.32	4.00	1.55	0.04	The avg. response is Disage
	/2.5%	04.7%		23.3%	∠.4%	3.4%	40.270	10.3%	20.070	0.47	40.270	10.570	34	3.32	4.00	1.07	0.17	me avg. response is Disagr
Adults working at this school reward students for positive behavior.	E2 00/ 00 00/	56.0%	~	16 601	0.10	20.201	44 90/	11 40	15.5%	1% 20.2%	44.8%	11.4%	2602	2.00	4.00	1 02	0.02	The our reenence's Diver
All Respondents (Grades 6-12)	53.9% 60.6%	56.2%		15.5%	8.1%	20.2%	44.8%	11.4%	20.9%	7.2% 15.2%	44.8%		3603	3.29	4.00	1.23	0.02	The avg. response is Disag
Students of Color	53.6% 63.4%	56.7%	~ ~ ~	20.9%	7.2%	15.2%	45.3%	11.5%	14.5%		45.3%		950	3.19	4.00	1.56	0.05	The avg. response is Disage
LGBTQ Students	59.4%	51.4%		14.5%	8.9%	25.2%	42.7%	8.7%	14.5% 8.2		42.		497	3.22	3.00	1.41	0.06	The avg. response is Disage
Female	60.5%	55.4%		14.5%	8.2%	21.9%	45.5%	10.0%					1775	3.28	4.00	1.42	0.03	The avg. response is Disag
Male		58.1%		15.6%	7.8%	18.6%	44.9%	13.1%	15.6% 7.		44.9%	13.1%	1899	3.32	4.00	1.48	0.03	The avg. response is Disage
Nonbinary	52.0%	47.1%		17.6%	8.2%	27.1%	44.7%	2.4%	17.6%	8.2% 27.1%		44.7% 2.4	94	3.06	3.00	1.43	0.15	The avg. response is Disagr
Adults working at this school help students develop strategies to understand and manage																		
their feelings and actions.																		
All Respondents (Grades 6-12)	54.9% 57.9%	57.5%		18.9%	7.1%	16.5%	45.7%	11.8%	18.9%	7.1% 16.5%	45.7%	11.8%	3603	3.24	4.00	1.30	0.02	The avg. response is Disag
Students of Color	58.5% 60.2%	58.8%	~	23.1%	5.7%	12.4%	45.3%	13.6%	23.1%	5.7% 12.4%	45.3%	13.6%	950	3.21	4.00	1.61	0.05	The avg. response is Disagr
LGBTQ Students	50.2%	48.6%		16.7%	11.1%	23.6%	40.1%	8.5%	16.7%	11.1% 23.6%	40	.1% 8.5%	497	3.13	3.00	1.43	0.06	The avg. response is Disag
Female	56.0%	55.6%		19.0%	7.1%	18.4%	45.6%	10.0%		7.1% 18.4%	45.6%		1775	3.20	4.00	1.43	0.00	The avg. response is Disage
Male	61.7%	60.8%		18.3%	6.4%	14.5%	46.9%	13.9%		6.4% 14.5%	46.9%	13.9%	1899	3.32	4.00	1.40	0.04	The avg. response is Disage
Nonbinary	50.0%	42.4%		18.8%	14.1%	24.7%	38.8%	3.5%	18.8%		.7%	38.8% 3.5%	94	2.94	3.00	1.53	0.04	
	50.0%	42.4%		18.8%	14.1%	24.7%	38.8%	3.5%	10.070	14.175 24	./70	36.676	94	2.94	3.00	1.43	0.15	The avg. response is Disagr
School rules are applied equally to all students.									13.8%	2% 18,1%	40.7%	48.48						
All Respondents (Grades 6-12)	57.9% 59.0%			13.8%	12.2%	18.1%	40.7%	15.1%		.3% 15.1%	40.7%	15.1%	3603	3.31	4.00	1.26	0.02	The avg. response is Disag
Students of Color	61.7% 60.6%	59.4%		15.3%	10.3%	15.1%	42.7%	16.6%				16.6%	950	3.35	4.00	1.56	0.05	The avg. response is Disagr
LGBTQ Students	54.8%	44.9%		13.7%	14.5%	26.9%	32.1%	12.8%		4.5% 26.99		.1% 12.8%	497	3.16	3.00	1.44	0.06	The avg. response is Disagr
Female	57.5%	55.1%		13.2%	12.3%	19.4%	42.8%	12.4%		3% 19.4%	42.8%		1775	3.29	4.00	1.44	0.03	The avg. response is Disagr
Male	62.4%	59.0%		13.7%	11.6%	15.7%	40.9%	18.0%	13.7% 11		40.9%	18.0%	1899	3.38	4.00	1.52	0.03	The avg. response is Disag
Nonbinary	48.0%	28.2%		17.6%	18.8%	35.3%	21.2%	7.1%	17.6%	18.8%	35.3%	21.2% 7.1%	94	2.81	3.00	1.39	0.14	The avg. response is Disag
School discipline is fair.																		
All Respondents (Grades 6-12)	52.5% 49.8%	47.3%		21.2%	13.4%	18.0%	37.2%	10.1%	21.2%	13.4% 18.0	1% 37	.2% 10.1%	3603	3.01	3.00	1.33	0.02	The avg. response is Disag
Students of Color	50.0% 46.8%	45.9%		26.5%	12.3%	15.3%	36.1%	9.8%	26.5%	12.3% 1	5.3% 3	5.1% 9.8%	950	2.90	3.00	1.56	0.05	The avg. response is Disagr
LGBTQ Students	41.3%	40.4%		17.4%	17.6%	24.7%	32.5%	7.8%	17.4%	17.6%	24.7%	32.5% 7.8%	497	2.96	3.00	1.41	0.06	The avg. response is Disagr
Eemale	48.9%	45.8%	~	22.0%	14.0%	18.2%	38.0%	7.7%	22.0%	14.0% 18	.2%	8.0% 7.7%	1775	2.96	3.00	1.46	0.03	The avg. response is Disag
Male	53.0%	43.8%		20.0%	12.5%	16.9%	37.9%	12.7%	20.0%	12.5% 16.9%	37.9		1899	3.11	3.00	1.40	0.03	The avg. response is Disage
Mate	35.0%	29.4%		20.0%	20.0%	29.4%	23.5%	5.9%	21.2%	20.0%	29.4%	23.5% 5.9%	94	2.73	3.00	1.32	0.03	The avg. response is Disage
	00.770	20.470											34	_				
TAINABILITY & HEALTH	2021-22 2022-23	2023-24	Spark Line			Disagree	Agree S	Strongly					1				Standard	Interpretation of the Mea
			(not to scale)	Know	Disagree			Agree						(Scale: 1-4) (scale: 1-4)	Deviation	Error	
I understand the major environmental and sustainability challenges that face our world.	1													1				
				40.70	0.70	F 001	50.00/	00.00	12.7% 5.0		1.6%	29.0%	0500	0.01	4.00	4.05	0.00	
All Respondents (Grades 6-12)		79.6%		12.7%	2.7%	5.0%	50.6%	29.0%	12.7% 5.0		53.4%		3588	3.81	4.00	1.25	0.02	The avg. response is Agre
Students of Color		78.4%		14.3%	2.8%	4.4%	53.4%	25.0%			03.478	25.0%	950	3.72	4.00	1.61	0.05	The avg. response is Agre
LGBTQ Students	87.0%	85.2%		9.0%	2.4%	3.5%	43.4%	41.7%	9.0% 3.5%	43.4%		41.7%	497	4.07	4.00	1.56	0.07	The avg. response is Agre
Female		80.3%		12.4%	2.2%	5.1%	53.8%	26.6%	12.4% 5.19		3.8%	26.6%	1775	3.80	4.00	1.52	0.04	The avg. response is Agre
Male	83.0%			12.8%	3.0%	5.1%	48.3%	30.7%	12.8% 5.1		.3%	30.7%	1899	3.81	4.00	1.58	0.04	The avg. response is Agre
Nonbinary	78.6%	83.5%		8.2%	4.7%	3.5%	45.9%	37.6%	8.2% 3.5%	45.9%		37.6%	94	4.00	4.00	1.62	0.17	The avg. response is Agre
I believe in creating a healthy lifestyle through outdoor recreation and sound nutrition.																		
, .,														1				
All Respondents (Grades 6-12)	83.1%	82.4%	-	12.2%	2.1%	3.3%	50.2%	32.2%	12.2% 3.3%	50.2	6	32.2%	3588	3.88	4.00	1.24	0.02	The avg. response is Agre
Students of Color		79.6%		14.6%	2.3%	3.5%	53.6%	26.1%	14.6% 3.5	% 1	3.6%	26.1%	950	3.74	4.00	1.62	0.05	The avg. response is Agre
LGBTO Students		81.9%	<hr/>	11.8%	2.3%	3.9%	48.9%	33.0%	11.8% 3.9%	48.9	ю 📕	33.0%	497	3.89	4.00	1.58	0.03	The avg. response is Agre
Female	85.5%	84.8%		11.8%	2.4%	3.0%	48.9% 53.7%	31.1%	11.3% 3.0%	53.79		31.1%	1775	3.92	4.00	1.50	0.07	The avg. response is Agre
Female Male		84.8%		12.7%	2.7%	3.0%	47.1%	31.1%	12.7% 3.59			34.0%	1775	3.92	4.00	1.51	0.04	The avg. response is Agree
																		THE avg. TESPONSE IS Agree
Nonbinary	75.5%	83.5%	/	9.4%	3.5%	3.5%	51.8%	31.8%	9.4% 3.5%	51.8	6	31.8%	94	3.93	4.00	1.60	0.17	The avg. response is Agree

Combined Percentage of Positive Responses & By Demographics (Grades 3	3-5)	20	23-24 Re (Num		S		2023-24 Response (Graphic)	S	2023-24 Response Rate			2023	3-24 Statist	ical Info
	2023-24	Never	Some times	Often	Always					Mean (Scale: 1-4)	Median (Scale: 1-4)	Standard Deviation	Standard Error	Interpretation of the Mea
I like school.														
All Respondents (Grades 3-5)	64.5%	5.4%	30.1%	42.4%	22.1%	30.1%	42.4%	22.1%	1970	2.81	3.00	0.84	0.02	The avg. response is Ofte
Students of Color	60.1%	5.4%	34.5%	35.9%	24.2%	34.5%	35.9%	24.2% 24.7%	499	2.79	3.00	0.87	0.04	The avg. response is Ofter
Female Male	70.0% 59.3%	2.2%	27.8% 32.5%	45.3% 39.4%	24.7% 19.8%	8.3% 32.5%	45.3%	19.8%	939 ! 908	2.92	3.00	0.78	0.03	The avg. response is Ofter The avg. response is Ofter
Nonbinary	64.5%	3.2%	32.3%	51.6%	12.9%	32.3%	51.6%	12.9%	31	2.74	3.00	0.73	0.13	The avg. response is Ofter
I feel like I do well in school.														
All Respondents (Grades 3-5)	76.6%	3.2%	20.1%	47.5%	29.2%	20.1%	47.5%	29.2%	1970	3.03	3.00	0.79	0.02	The avg. response is Ofte
Students of Color	71.3%	3.2%	25.5%	46.7%	24.6%	25.5%	46.7% 47.8%	24.6% 29.8%	! 499	2.93	3.00	0.79	0.04	The avg. response is Ofter
Female Male	77.6% 76.7%	3.0%	19.4% 20.3%	47.8% 47.8%	29.8% 28.9%	20.3%	47.8%	28.9%	939 908	3.04	3.00	0.78	0.03	The avg. response is Ofter The avg. response is Ofter
Nonbinary	61.3%	3.2%	35.5%	38.7%	22.6%	35.5%	38.7%	22.6%	! 31	2.81	3.00	0.83	0.15	The avg. response is Ofter
My school wants me to do well.														
All Respondents (Grades 3-5)	93.8%	1.0%	5.3%	14.1%	79.7%	5.3% 14.1%	79.7%		1970	3.72	4.00	0.60	0.01	The avg. response is Alwa
Students of Color	91.2%	1.2%	7.6%	15.6%	75.6%	7.6% 15.6% 5.1% 13.3%	75.6% 81.0%		499	3.66	4.00	0.67	0.03	The avg. response is Alway
Female Male	94.4% 93.1%	0.5%	5.1% 5.5%	13.3% 14.9%	81.0% 78.2%	5.5% 14.9%	78.2%		939 908	3.75 3.70	4.00	0.57	0.02	The avg. response is Alway The avg. response is Alway
Nonbinary	90.3%	0.0%	9.7%	16.1%	74.2%	9.7% 16.1%	74.2%		31	3.65	4.00	0.66	0.12	The avg. response is Alway
My school has clear expectations or rules for behavior.														
All Respondents (Grades 3-5)	90.7%	1.9%	7.5%	22.4%	68.2%	7.5% 22.4%	68.2%		1970	3.57	4.00	0.71	0.02	The avg. response is Alwa
Students of Color	88.2%	2.8%	9.0%	21.8%	66.3%	9.0% 21.8% 6.5% 19.7%	66.3% 72.6%	· · · · · · · · · · · · · · · · · · ·	499	3.52	4.00	0.77	0.03	The avg. response is Alway
Female Male	92.3% 89.0%	1.2%	6.5% 8.5%	19.7% 25.1%	72.6% 63.9%	8.5% 25.1%	63.9	%	939 908	3.64 3.50	4.00	0.66	0.02	The avg. response is Alway The avg. response is Alway
Nonbinary	83.9%	0.0%	16.1%	29.0%	54.8%	16.1% 29.0%		4.8%	! 31	3.39	4.00	0.76	0.14	The avg. response is Alway
Teachers treat me with respect.														
All Respondents (Grades 3-5)	88.8%	1.4%	9.7%	25.3%	63.6%	9.7% 25.3%	63.6		1970	3.51	4.00	0.73	0.02	The avg. response is Alwa
Students of Color	88.2%	1.4%	10.4%	26.3%	61.9%	10.4% 26.3% 7.6% 22.4%	61.1	9%	499	3.49	4.00	0.74	0.03	The avg. response is Alway
Female Male	91.5% 86.7%	1.0%	7.6% 11.3%	22.4% 27.4%	69.1% 59.3%	11.3% 27.4%	59	.3%	939 908	3.60 3.44	4.00	0.67	0.02	The avg. response is Alway The avg. response is Alway
Nonbinary	77.4%	0.0%	22.6%	35.5%	41.9%	22.6%	35.5%	41.9%	! 31	3.19	3.00	0.79	0.14	The avg. response is Ofter
Good behavior is noticed at my school.														
All Respondents (Grades 3-5)	74.5%	3.1%	22.4%	44.7%	29.7%	22.4%	44.7%	29.7%	1970	3.01	3.00	0.80	0.02	The avg. response is Ofte
Students of Color	71.1%	2.4%	26.5%	41.9%	29.3%	26.5% 21.4%	41.9% 45.5%	29.3%	499	2.98	3.00	0.81	0.04	The avg. response is Ofter
Female Male	76.0% 73.0%	2.6% 3.4%	21.4% 23.6%	45.5% 43.9%	30.6% 29.1%	21.4%	43.9%	30.6% 29.1%	939 908	3.04 2.99	3.00	0.79	0.03	The avg. response is Ofter The avg. response is Ofter
Nonbinary	58.1%	6.5%	35.5%	41.9%	16.1%	6.5% 35.5%	41.9%	16.1%	! 31	2.68	3.00	0.83	0.15	The avg. response is Ofter
I get along with other students.														
All Respondents (Grades 6-12)	81.5%	1.2%	17.3%	47.5%	34.0%	17.3%	47.5%	34.0%	1970	3.14	3.00	0.74	0.02	The avg. response is Ofte
Students of Color	76.2%	0.8%	23.0%	40.9%	35.3%	23.0%	40.9%	35.3%	99	3.11	3.00	0.78	0.03	The avg. response is Ofter
Female Male	81.7% 81.8%	0.9%	17.5% 16.9%	45.4% 50.1%	36.3% 31.7%	17.5%	45.4% 50.1%	36.3% 31.7%	939 908	3.17 3.12	3.00	0.74	0.02	The avg. response is Ofter The avg. response is Ofter
Nonbinary	64.5%	6.5%	29.0%	45.2%	19.4%	6.5% 29.0%	45.2%	19.4%	! 31	2.77	3.00	0.84	0.02	The avg. response is Ofter
I feel safe at school.														
All Respondents (Grades 3-5)	82.7%	4.4%	12.9%	26.4%	56.2%	12.9% 26.4%		6.2%	1970	3.35	4.00	0.87	0.02	The avg. response is Alwa
Students of Color Female	80.2% 84.0%	6.0% 3.3%	13.8%	24.2% 25.5%	55.9% 58.6%	13.8% 24.2 12.7% 25.5%		5.9% .6%	499 939	3.30 3.39	4.00	0.92	0.04	The avg. response is Alway
Hemate Male	84.0%	5.3%	12.7% 12.7%	25.5%	58.6%	12.7% 26.19		5.9%	939	3.39	4.00	0.83	0.03	The avg. response is Alway The avg. response is Alway
Nonbinary	67.7%	9.7%	22.6%	32.3%	35.5%	9.7% 22.6%	32.3%	35.5%	! 31	2.94	3.00	1.00	0.18	The avg. response is Ofter
Students treat each other well.														
All Respondents (Grades 3-5)	65.5%	2.8%	31.6%	47.1%	18.4%	31.6%	47.1% 41.3%	18.4% 22.0%	1970	2.81	3.00	0.76	0.02	The avg. response is Ofte
Students of Color Female	63.3% 65.9%	3.0%	33.7% 31.8%	41.3% 48.1%	22.0% 17.8%	33.7%	41.3%	17.8%	499 939	2.82	3.00	0.80	0.04	The avg. response is Ofter The avg. response is Ofter
Male	66.2%	3.3%	30.5%	46.7%	19.5%	30.5%	46.7%	19.5%	908	2.81	3.00	0.74	0.02	The avg. response is Ofter
Nonbinary	45.2%	6.5%	48.4%	25.8%	19.4%	48.4%	25.8	6 19.4%	! 31	2.58	2.00	0.89	0.16	The avg. response is Ofter
There is an adult at my school who will help me if I need it.														
All Respondents (Grades 3-5)	89.8%	1.6%	8.6%	20.6%	69.2%	8.6% 20.6%	69.2% 66.7%		1970	3.57	4.00	0.72	0.02	The avg. response is Alwa
Students of Color Female	86.4% 91.7%	2.2%	11.4% 7.3%	19.6% 18.3%	66.7% 73.4%	11.4% 19.6% 7.3% 18.3%	66.7% 73.4%		499 939	3.51 3.64	4.00	0.78	0.04	The avg. response is Alway The avg. response is Alway
Hemate Male	88.1%	2.1%	9.8%	22.4%		9.8% 22.4%	65.79	6	939	3.64	4.00	0.86	0.02	The avg. response is Alway
Nonbinary	80.6%	0.0%	19.4%	32.3%	48.4%	19.4% 3	2.3%	48.4%	! 31	3.29	3.00	0.78	0.14	The avg. response is Alway
Students in my class behave so that teachers can teach.														
All Respondents (Grades 3-5)	48.7%	6.5%	44.8%	39.6%	9.1%	6.5% 44.8%		.6% 9.1%	1970	2.51	2.00	0.75	0.02	The avg. response is Ofte
Students of Color	45.5%	7.6%	46.9%	37.3%	8.2%	7.6% 46.99 6.3% 46.8%		37.3% 8.2% 7.9% 9.1%	499	2.46	2.00	0.75	0.03	The avg. response is Sometin
Female	47.0%	6.3%	46.8%	37.9%	9.1%				939	2.50	2.00	0.75	0.02	The avg. response is Sometin
Male	51.3%	6.5%	42.2%	42.3%	9.0%	6.5% 42.2%	42.	3% 9.0%	908	2.54	3.00	0.75	0.02	The avg. response is Ofter

Comb	FAMILY CLIMATE SURVEY 3-YEAR TREND 2021-22 through 2023-24 bined Percentage of Positive Responses & By Demographi	lics		3-Yr Trend Line			-24 Respo Numeric				2023-24 Res (Graphi		2023-24 Response Rate				2023-24 S	tatistical Info
	& LINGUISTIC COMPETENCE		2022-23 2023-24		Do Not	Strongly	Disagree	Agree					nate	Mean		Standard		Interpretation of the Mean
1 The school uses instruction	onal materials (e.g., textbooks, handouts) that reflect the cultural			(not to scale)	Know	Disagree			Agree					(Scale: 1-4)	(Scale: 1-4)	Deviation	Error	
background. ethnicitv. and	d identity of all students. All Parent/Guardian Respondents		59.8% 61.4%		30.9%	3.1%	4.6%	26.0%	35.3%		4.6% 26.0%	35.3%	1033	2.32	3.00	1.69	0.05	The avg. response is Strongly Disagree
2 This school communicate	My child is a student of color s how important it is to respect the practices of my culture and	/ 65.8%	68.9% 68.9%		20.5%	1.9%	8.7%	34.8%	34.2%	20.5% 8.7%	34.8%	34.2%	161	2.60	3.00	1.64	0.12	The avg. response is Disagree
background.	All Parent/Guardian Respondents	s 76.2%	66.9% 67.1%	6	21.6%	4.6%	6.7%	23.5%	43.6%	21.6% 6.7	% 23.5%	43.6%	1033	2.63	3.00	1.58	0.05	The avg. response is Disagree
2 This school an average of	My child is a student of color udents to take challenging classes no matter their race, ethnicity,	r 74.5%	75.9% 72.0%	2	17.4%	3.7%	6.8%	25.5%	46.6%	17.4% 6.8%		46.6%	161	2.80	3.00	1.68	0.12	The avg. response is Disagree
nationality, and/or cultura	al background (e.g., honor level courses, gifted courses, AP or IB																	
courses).	All Parent/Guardian Respondents	s 56.9%	49.8% 56.6%	۵	29.3%	7.6%	6.6%	23.7%	32.8%		7.6% 6.6% 23.7		198	3.23	4.00	1.66	0.12	The avg. response is Disagree
ELATIONSHIPS	My child is a student of color		58.8% 65.4% 2022-23 2023-24		19.2% Do Not	7.7% Strongly	7.7% Disagree	19.2% Agree	46.2% Strongly	19.2% 7.7% 7.	/% 19.2%	46.2%	26	3.65 Mean	0.00 Median	1.40 Standard	0.10 Standard	The avg. response is Agree Interpretation of the Mean
4 This school helps me figur	e out what social and emotional skills my child needs to develop			(not to scale)	Know	Disagree			Agree					(Scale: 1-4)	(Scale: 1-4)	Deviation	Error	
	n solving, or getting along with others). All Parent/Guardian Respondents	s 65.5%	71.3% 72.9%	6	5.4%	8.8%	12.9%	28.2%	44.7%	5.4% 8.8% 12.9%	28.2%	44.7%	1033	2.98	3.00	1.19	0.04	The avg. response is Disagree
5 At this school, my child fe	My child is a student of color	r 69.1%	76.4% 77.0%		5.0%	6.8%	11.2%	25.5%	51.6%	5.0% 6.8% 11.2%	25.5%	51.6%	161	3.12	3.00	1.51	0.11	The avg. response is Disagree
At this school, my child to	All Parent/Guardian Respondents	04.7%			1.7%	6.1%	9.3%	26.4%	56.4%	9.3% 26	4%	56.4%	1033	3.30	4.00	0.99	0.03	The avg. response is Disagree
	My child is a student of color				0.6%	4.3%	6.2%	29.8%	59.0%	6.2% 29.8%		59.0%	161	3.42	4.00	1.39	0.03	The avg. response is Agree
5 This school encourages m	e to be an active partner in educating my child.											_						
	My child is a student of color		81.7% 84.3% 86.8% 88.2%		1.5% 1.2%	6.3% 3.1%	7.9% 7.5%	28.1% 23.6%	56.2% 64.6%	7.9% 28. 7.5% 23.6%	175	56.2% 64.6%	1033 161	3.31 3.47	4.00 4.00	0.96 1.42	0.03 0.10	The avg. response is Disagree The avg. response is Agree
I feel comfortable talking	to someone at this school about my child's behavior.																	
	All Parent/Guardian Respondents My child is a student of color	82.3% (85.9% 86.6% 87.7% 90.1%		3.0% 2.5%	3.8% 3.7%	6.6% 3.7%	20.6% 17.4%	66.0% 72.7%	6.6% 20.6%		66.0% 72.7%	1033 161	3.43 3.54	4.00 4.00	0.98 1.47	0.03 0.11	The avg. response is Agree The avg. response is Agree
HOOL PARTICIPATION			2022-23 2023-24		Do Not				Strongly					Mean	Median		Standard	Interpretation of the Mean
This school has quality pr	ograms for my child's talents, gifts, or special needs.			(not to scale)	KNOW	Disagree			Agree					(ouale: 1-4)	(auaie: 1-4)	Deviation	Error	
	All Parent/Guardian Respondents		68.5% 70.4%		12.8%		10.1%			12.8% 10.1%	32.7%	37.7%	1033	2.76	3.00	1.36	0.04	The avg. response is Disagree
This school promptly resp	My child is a student of color onds to my phone calls, messages, or e-mails.	r 61.1%	74.5% 75.2%	,	11.8%	5.0%	8.1%	31.7%	43.5%	11.8% 8.1%	31.7%	43.5%	161	2.90	3.00	1.58	0.12	The avg. response is Disagree
	All Parent/Guardian Respondents	\$ 84.6%	86.8% 86.4%	6	3.5%	4.6%	5.5%	22.7%	63.6%	5.5% 22.7%		63.6%	1033	3.38	4.00	1.02	0.03	The avg. response is Disagree
IOTIONAL SAFETY	My child is a student of color	r 87.2%	89.2% 89.4%	6	1.2% Do Not	5.0%	4.3%	24.8%	64.6% Strongly	4.3% 24.8%		64.6%	161	3.47 Mean	4.00 Median	1.43	0.11 Standard	The avg. response is Agree Interpretation of the Mean
		2021-22 2	022-23 2023-2	(not to scale)		Disagree	Disagree	Agree	Agree					(Scale: 1-4)	(Scale: 1-4)		Error	interpretation of the riean
0 At this school, the staff re- transfer in the staff re- transfer											_							
	All Parent/Guardian Respondents My child is a student of color				3.2% 3.1%	4.1% 4.3%	5.7% 3.1%	20.6% 22.4%	66.4% 67.1%	5.7% 20.6% 3.1% 22.4%		66.4% 67.1%	1033 161	3.43 3.46	4.00 4.00	0.99 1.48	0.03 0.11	The avg. response is Agree The avg. response is Agree
1 This school is a friendly pl	ace overall.																	
	All Parent/Guardian Respondents My child is a student of color				1.7% 0.0%	3.8% 2.5%	6.7% 5.6%	22.0% 21.7%	65.8% 70.2%	6.7% 22.0% 5.6% 21.7%		65.8% 70.2%	1033 161	3.46 3.60	4.00 4.00	0.90 1.38	0.03 0.10	The avg. response is Agree The avg. response is Agree
2 Staff at this school care al																		
	All Parent/Guardian Respondents		78.5% 80.5%		5.0% 4.3%	5.4% 3.7%	9.0% 7.5%	25.8%	54.8% 62.1%	5.0% 9.0% 2 7.5% 22.4%	5.8%	54.8% 62.1%	1033 161	3.20	4.00 4.00	1.13 1.50	0.04	The avg. response is Disagree
³ The school asks for my inp	My child is a student of color but and feedback throughout the school year.	/8.5% 4	83.5% 84.5%	,	4.3%	3.7%	7.5%	22.4%	62.1%	1010		02.270	161	3.34	4.00	1.50	0.11	The avg. response is Disagree
	All Parent/Guardian Respondents				3.3%	7.9%	16.1%		40.7%	16.1%	32.0%	40.7%	1033	2.99	3.00	1.09	0.03	The avg. response is Disagree
VEETA	My child is a student of color		81.1% 72.7% 2022-23 2023-24		5.0% Do Not	5.6% Strongly	16.8% Disagree	23.0% Agree	49.7% Strongly	5.0% 16.8%	23.0%	49.7%	161	3.07 Mean	3.00 Median	1.49 Standard	0.11 Standard	The avg. response is Disagree Interpretation of the Mean
4 My child is safe at this sch				(not to scale)	Know	Disagree			Agree					(Scale: 1-4)	(Scale: 1-4)	Deviation	Error	
· · · · · · · · · · · · · · · · · · ·			81.0% 85.8%		2.5%	4.5%	7.00/	00.40/	56.6%	7.2% 29.1	M6	56.6%	1033	3.33	4.00	0.97	0.03	
	All Parent/Guardian Respondents My child is a student of color	r 85.9%	85.4% 93.2%	6	0.6%	3.1%	7.2% 3.1%	29.1% 35.4%	57.8%	35.4%		57.8%	161	3.33	4.00	1.37	0.10	The avg. response is Disagree The avg. response is Agree
 Racist conflict among stud 								00.470	37.070									
	dents is a problem at this school.	"Positi	ring Used to Calculate tive Responses"															
	dents is a problem at this school. All Parent/Guardian Respondents My child is a student of color	"Positi	tive Responses" 44.2% 45.1%	6	37.5% 24.2%	32.1% 27.3%	13.0% 18.0%	10.7% 17.4%	6.7% 13.0%	37.5%	32.19	13.0% 10.7% 6.7% 18.0% 17.4% 13.0%	1033 161	1.17 1.68	1.00 1.00	1.23 1.39	0.04 0.10	The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree
6 Physical fighting between	All Parent/Guardian Respondents	"Positii s 50.7% 4 r 52.3% 4 Reverse Score	tive Responses" 44.2% 45.1%	6		32.1%	13.0%	10.7%	6.7%			18.0% 17.4% 13.0%	1033	1.17	1.00	1.23		
¹⁶ Physical fighting between	All Parent/Guardian Respondents Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents	Positin s 50.7% 4 r 52.3% 4 Reverse Score "Positin s 50.1% 4	wing Used to Calculate tive Responses* 44.2% 45.1% 43.4% 45.3% wing Used to Calculate tive Responses* 45.2% 44.5%	6	24.2% 30.2%	32.1% 27.3% 30.8%	13.0% 18.0% 13.7%	10.7% 17.4% 15.4%	6.7% 13.0% 9.9%			13.7% 15.4% 9.9%	1033 161 1033	1.17 1.68 1.44	1.00 1.00 1.00	1.23 1.39 1.32	0.10 0.04	The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree
	All Parent/Guardian Respondent Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents Mychild is a student of color	"Positin s 50.7% 4 r 52.3% 4 Reverse Scori "Positin s 50.1% 4 rr 59.7% 5	wing Used to Calculate tive Responses* 44.2% 45.1% 43.4% 45.3% wing Used to Calculate tive Responses* 45.2% 44.5%	6	24.2%	32.1% 27.3%	13.0% 18.0%	10.7% 17.4%	6.7% 13.0%	24.2%	27.3% 30.8%	13.7% 15.4% 9.9%	1033 161 1033	1.17 1.68	1.00 1.00	1.23 1.39	0.10	The avg. response is Do Not Know or Strongly Disagree
	All Parent/Guardian Respondents Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents Mychild is a student of color is school. All Parent/Guardian Respondents	"Positin s 50.7% 4 r 52.3% 4 Reverse Scori "Positin s 50.1% 4 Reverse Scori "Positin s 39.7% 5	wing Used to Calculate twe Responses' 44.2% 45.1% 43.4% 45.3% wing Used to Calculate twe Responses' 45.2% 45.2% 44.5% 55.7% 49.1% wing Used to Calculate twe Responses' 46.6%		24.2% 30.2% 28.0% 29.5%	32.1% 27.3% 30.8% 30.4% 20.8%	13.0% 18.0% 13.7% 18.6% 15.9%	10.7% 17.4% 15.4% 16.1% 22.0%	6.7% 13.0% 9.9% 6.8% 11.8%	24.2% 30.2% 28.0% 29.5%	27.3% 30.8% 30.4% 20.8% 1	13.0% 17.4% 13.0% 13.7% 15.4% 9.9% 18.6% 16.1% 6.8% .9% 22.0% 11.8%	1033 161 1033 161 1009	1.17 1.68 1.44 1.43 1.66	1.00 1.00 1.00 1.00	1.23 1.39 1.32 1.26 1.40	0.10 0.04 0.09 0.04	The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree
7 Bullying is a problem at th	All Parent/Guardian Respondents My child is a student of color students is a problem at this school. All Parent/Guardian Respondents My child is a student of color all Parent/Guardian Respondents My child is a student of color	Postbi s 50.7% yr 52.3% Reverse Scort Postbi s 50.1% r 59.7% yr 59.7% gr 59.7% gr 59.7% gr 59.7% yr 59.7% gr 39.7% yr 48.3%	ving Used to Calculate the Reponses* 44.29 45.1% 43.4% 45.3% 45.1% 45.1% 45.2% 44.5% 55.7% 49.1% ving Used to Calculate the Responses* 45.2% 44.5% 55.7% 49.1% ving Used to Calculate the Response* 36.6% 36.7% 46.8% 38.7%		24.2% 30.2% 28.0%	32.1% 27.3% 30.8% 30.4%	13.0% 18.0% 13.7% 18.6%	10.7% 17.4% 15.4% 16.1%	6.7% 13.0% 9.9% 6.8%	24.2% 30.2% 28.0%	27.3% 30.8% 30.4%	13.0% 17.4% 13.0% 13.7% 15.4% 9.9% 18.6% 16.1% 6.8% .9% 22.0% 11.8%	1033 161 1033 161	1.17 1.68 1.44 1.43	1.00 1.00 1.00 1.00	1.23 1.39 1.32 1.26	0.10 0.04 0.09	The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree
7 Bullying is a problem at th	All Parent/Guardian Respondents My child is a student of color students is a problem at this school. All Parent/Guardian Respondents My child is a student of color My child is a student of color at this school.	Positiv s 50.7% yr 52.3% reverse Scoti Positiv s 50.1% yr 59.7% s 50.7% gr 59.7% s 39.7% yr 48.3% r 795411	ving Used to Calculate the Responser* 44.296 45.1% 43.496 45.3% ving Used to Calculate the Responser* 44.5% 45.296 44.5% 45.276 49.1% 45.296 44.5% 45.296 44.5% 45.296 44.5% 46.896 36.7% ving Used to Calculate the Responser* 46.8% 46.896 38.7% ving Used to Calculate the Responser* 46.2%		24.2% 30.2% 28.0% 29.5% 25.8%	32.1% 27.3% 30.8% 30.4% 20.8% 22.6%	13.0% 18.0% 13.7% 18.6% 18.6% 16.1%	10.7% 17.4% 15.4% 16.1% 22.0% 25.2%	6.7% 13.0% 9.9% 6.8% 11.8% 10.3%	24.2% 30.2% 28.0% 29.5%	27.3% 30.8% 30.4% 20.8% 11 22.6% 16.	13.7% 13.4% 13.0% 13.7% 15.4% 9.9% 18.6% 16.1% 6.8% 9% 22.0% 11.8% % 25.2% 10.3% 6.3% 8.3% 11.4%	1033 161 1033 161 1009 155	1.17 1.68 1.44 1.43 1.66 1.72	1.00 1.00 1.00 1.00 1.00	1.23 1.39 1.32 1.26 1.40 1.40	0.10 0.04 0.09 0.04	The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree
 Bullying is a problem at th Cyber bullying is a problem 	All Parent/Guardian Respondents My child is a student of color students is a problem at this school. All Parent/Guardian Respondents My child is a student of color at this school. All Parent/Guardian Respondents My child is a student of color All Parent/Guardian Respondents My child is a student of color	Postati \$ 50.7% rr \$ 52.3% Reverse Scori "Postati \$ 50.1% Reverse Scori "Postati \$ 50.1% Reverse Scori "Postati \$ 39.7% \$ 39.7% "Postati \$ 34.7% "Postati \$ 34.7%	wing Used to Calculate the Reponses* 44.296 45.196 43.496 45.396 43.496 45.396 wing Used to Calculate the Reponses* 45.296 44.596 55.796 49.1% wing Used to Calculate the Reponses* 36.696 36.7% wing Used to Calculate the Reponses* ada.396 34.396 44.396 40.6%		24.2% 30.2% 28.0% 29.5% 25.8% 46.5% 43.2%	32.1% 27.3% 30.8% 30.4% 20.8% 22.6% 26.3% 28.4%	13.0% 18.0% 13.7% 18.6% 15.9% 16.1% 8.3% 12.3%	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% 11.4% 9.0%	6.7% 13.0% 9.9% 6.8% 11.8% 10.3% 7.5% 7.1%	24.2% 30.2% 28.0% 29.5% 25.8%	27.3% 30.8% 30.4% 20.8% 11 22.6% 16.	13.7% 13.4% 13.7% 15.4% 9.9% 18.6% 16.1% 6.3% .9% 22.0% 11.8% .9% 25.2% 10.3%	1033 161 1033 161 1009	1.17 1.68 1.44 1.43 1.66	1.00 1.00 1.00 1.00	1.23 1.39 1.32 1.26 1.40	0.10 0.04 0.09 0.04 0.10	The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree
7 Bullying is a problem at th 8 Cyber bullying is a problem	All Parent/Guardian Respondents My child is a student of color students is a problem at this school. All Parent/Guardian Respondents My child is a student of color My child is a student of color at this school. All Parent/Guardian Respondents My child is a student of color My child is a student of color of a problem is student drug use?	Postiti \$ 50.7% rr \$ 52.3% Reverse Scott Postiti \$ 50.1% Reverse Scott Postiti \$ 50.1% Reverse Scott Postiti \$ 39.7% rr \$ 34.7% r \$ 34.7% r \$ 34.7% r Postiti Postiti	wing Used to Calculate the Reponses* 44.29% 45.19% 43.49% 45.39% 43.49% 45.39% 45.19% 44.59% 55.7% 44.59% 45.5% 44.59% 55.7% 49.1% wine (Last to Calculate the Reponses* 36.6% 36.6% 38.7% 44.39% 38.7% 44.39% 34.6% 44.3% 40.6% 44.3% 40.6% 44.3% 40.6%		24.2% 30.2% 28.0% 29.5% 25.8% 46.5% 43.2% Do Not Know	32.1% 27.3% 30.8% 30.4% 22.6% 26.3% 26.3% 28.4% Not a Problem	13.0% 18.0% 13.7% 18.6% 15.9% 16.1% 8.3% 12.3% Small Problem	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% 11.4% 9.0% Somewhat a Problem	6.7% 13.0% 9.9% 6.8% 11.8% 10.3% 7.5% 7.1% Large Problem	24.2% 30.2% 28.0% 29.5% 25.8% 46.5% 43.2%	27.3% 30.8% 30.4% 20.6% 11 22.6% 16 22.6% 28	8.8.0% 17.4% 13.0% 13.7% 15.4% 9.9% 18.6% 16.1% 6.5% .9% 22.0% 11.6% % 25.2% 10.3% 6.3% 8.3% 11.4% 6.3% 8.3% 11.4% 7.5% 4% 12.3%	1033 161 1033 161 1009 156 1009 155	1.17 1.68 1.44 1.43 1.66 1.72 1.08	1.00 1.00 1.00 1.00 1.00 1.00 1.00	1.23 1.39 1.32 1.26 1.40 1.40 1.30 1.21	0.10 0.04 0.09 0.04 0.10 0.04 0.09	The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree
Image: state	All Parent/Guardian Respondents Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents Mychild is a student of color at this school. All Parent/Guardian Respondents Mychild is a student of color Mychild is a student of color of a problem is student drug use? All Parent/Guardian Respondents Mychild is a student of color	Postiti \$ 50.7% r 52.3% Reverse Scott "Postiti \$ 50.1% "Postiti \$ 39.7% r 39.7% r 39.7% Reverse Scott "Postiti \$ 34.7% rt 1.3.4% Reverse Scott "Postiti \$ 34.6%	wing Used to Calculate ther Responses* 44.296 45.196 43.496 45.396 wing Used to Calculate the Responses* 45.296 44.596 45.576 44.968 45.296 44.976 45.296 44.976 46.86 38.7% wing Used to Calculate the Responses* 34.396 34.678 44.336 04.079 44.336 04.079 wing Used to Calculate the Responses* 34.396 34.678 wing Used to Calculate the Responses* 44.336 04.079 44.336 04.079 wing Used to Calculate the Responses* 46.846 46.846		24.2% 30.2% 28.0% 29.5% 25.8% 46.5% 43.2% Do Not Know 35.8% 33.5%	32.1% 27.3% 30.8% 30.4% 20.8% 22.6% 26.3% 28.4% Not a Problem 41.4%	13.0% 18.0% 18.6% 15.9% 16.1% 12.3% Small Problem 5.4% 7.7%	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% 11.4% 9.0% Somewhat a Problem 8.7% 5.2%	6.7% 13.0% 9.9% 6.8% 11.8% 10.3% 7.5% 7.1% Large Problem 8.7% 6.5%	24.2% 30.2% 28.0% 29.5% 25.8% 46.5%	27.3% 30.8% 30.4% 20.8% 11 22.6% 16.	8.8.0% 17.4% 13.0% 13.7% 15.4% 0.9% 13.6% 16.1% 6.3% 18.6% 16.1% 6.3% 9% 22.0% 11.6% 6.3% 25.2% 10.3% 6.3% 12.3% 5.0% 4% 12.3% 5.0% 5% 12.3% 5.0% 5% 5.4% 5.7%	1033 161 1033 161 1009 155	1.17 1.68 1.44 1.43 1.66 1.72	1.00 1.00 1.00 1.00 1.00 1.00	1.23 1.39 1.32 1.26 1.40 1.40 1.30	0.10 0.04 0.09 0.04 0.10	The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree The avg, response is Do Not Know or Strongly Disagree
7 Bullying is a problem at th 8 Cyber bullying is a problem 9 At this school, how much	All Parent/Guardian Respondents Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents Mychild is a student of color a school. All Parent/Guardian Respondents Mychild is a student of color d a problem is student drug use? All Parent/Guardian Respondents Mychild is a student of color of a problem is student use of electronic cigarettes?	TPath TPath s 50.756 s rr 52.3% Revers Scot Revers Scot s 50.756 r s 50.756 r s 50.756 r s 50.756 r r 48.3% Revers Scot r 43.3% Revers Scot r 43.4% Revers Scot r 50.3% 14.6% r 50.3% 14.6% r 50.3% Revers Scot	mg lives to Declarity 44.25% 45.1% 44.25% 45.3% 44.25% 45.3% 46.25% 46.3% 46.25% 44.3% 48.25% 44.3% 48.25% 44.3% 48.25% 44.3% 48.25% 44.3% 48.45% 48.3% 48.45% 48.3% 44.3% 48.45% 46.43% 46.8% 46.43% 46.8% 55.7% 54.8% 56.7% 54.8%		24.2% 30.2% 28.0% 25.8% 46.5% 43.2% Do Not Know 55.8% 33.5% Do Not	32.1% 27.3% 30.8% 30.4% 20.8% 22.6% 26.3% 28.4% Nota Problem 41.4% A7.1% Nota Problem	13.0% 18.0% 13.7% 18.6% 15.9% 16.1% 8.3% 12.3% Small Problem S.4% 7.7%	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% 11.4% 9.0% Somewhat a Problem 8.7% 5.2% Somewhat a	6.7% 13.0% 9.9% 6.8% 11.8% 10.3% 7.5% 7.1% Large Problem B.7% 6.5%	24.2% 30.2% 28.0% 28.5% 25.8% 40.5% 43.2% 33.5%	27.3% 30.8% 30.4% 20.9% 10. 22.6% 10. 28 28 41. 47	13.7% 13.4% 13.0% 13.7% 15.4% 9.9% 18.6% 16.1% 6.8% .9% 22.0% 11.8% .9% 25.2% 10.2% 6.3% 1.2.% 2.3% 6.3% 1.4% 7.5% 6.3% 1.4% 7.5% 6.3% 5.4% 8.7% 8.7% 5.4% 8.7% 8.7% 8.7% 5.4% 8.7% 8.7% 8.7%	1033 161 161 161 161 161 155 155 1009 155	1.17 1.68 1.44 1.43 1.66 1.72 1.08 1.07 1.08 2.13 2.04	1.00 1.00 1.00 1.00 1.00 1.00 1.00 0.00 2.00 2	1.23 1.39 1.32 1.26 1.40 1.40 1.40 1.21 1.21	0.10 0.04 0.09 0.04 0.10 0.04 0.09 0.04 0.09	The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Not a Problem The avg. response is Not a Problem
Image: state	All Parent/Guardian Respondents Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents Mychild is a student of color a school. All Parent/Guardian Respondents Mychild is a student of color d a problem is student drug use? All Parent/Guardian Respondents Mychild is a student of color of a problem is student use of electronic cigarettes? All Parent/Guardian Respondents Mychild is a student of color of a problem is student use of electronic cigarettes?	TPasts TPasts \$50.756 \$57.756 rr 52.3%6 rr 52.3%6 s 50.136 s 50.136 r 59.756 r 59.756 r 59.756 r 48.3%6 Reverse Scot r 43.4%6 Reverse Scot r 50.3%2 Reverse Scot r 74.3%2	mill bitter Dickloshe 44.2% 45.3% 44.2% 45.3% 44.2% 45.3% 44.2% 46.3% 45.3% 44.8% 46.2% 44.8% 46.2% 44.8% 45.2% 44.8% 45.2% 44.8% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 36.7% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8% 46.8%		24.2% 30.2% 28.0% 25.8% 46.5% 43.2% Do Not Know 55.8% 33.5% Do Not	32.1% 27.3% 30.8% 30.4% 20.8% 22.6% 26.3% 26.3% Vot a Problem 41.4% 47.1% Not a	13.0% 18.0% 13.7% 18.6% 15.9% 16.1% 8.3% 12.3% Small Problem 5.4% 7.7% Small	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% 11.4% 9.0% Somewhat a 8.7% 5.2%	6.7% 13.0% 9.9% 6.8% 10.3% 7.5% 7.1% Large 8.7% 6.5% Large	24.2% 30.2% 28.0% 25.8% 49.5% 43.2%	27.3% 30.8% 30.4% 20.8% 11 22.6% 15 28 28 28	8.8.0% 17.4% 13.0% 12.7% 15.4% 5.9% 18.0% 15.1% 5.6% 18.0% 15.1% 5.6% 5.9% 22.0% 11.6% 6.5% 8.3% 11.4% 7.9% 2.3% 7.5% 4% 7.7% 2.7% 5.4% 8.7% 8.7% 5.4% 8.7% 8.7% 8.5% 12.5% 12.5%	1033 161 1033 161 1009 155 156 1009	1.17 1.68 1.44 1.43 1.66 1.72 1.07 1.08	1.00 1.00 1.00 1.00 1.00 1.00 0.00	1.23 1.39 1.32 1.26 1.40 1.40 1.21 1.21	0.10 0.04 0.09 0.04 0.10 0.04 0.09	The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree
Image: state	All Parent/Guardian Respondents My child is a student of color students is a problem at this school. All Parent/Guardian Respondents My child is a student of color at this school. All Parent/Guardian Respondents My child is a student of color of a problem is student drug use? All Parent/Guardian Respondents My child is a student of color of a problem is student of color All Parent/Guardian Respondents My child is a student of color of a problem is student use of electronic cigaret of color of a problem is student use of electronic cigaret of color of a problem is student use of electronic cigarets? All Parent/Guardian Respondents	Treats Treats tr 50.756 or tr 50.736 or tr 52.3% or Resers Scot restart start tr 59.776 or tr 43.4% restart s 34.7% or tr 43.4% restart s 34.7% or tr 50.3% or s 34.7% or tr 50.3% or s 34.7% or tr 50.3% or s 34.6% or tr 50.3% or s 32.5% or tr 51.0% er	with the Endpandment 44.2% 45.3% 43.4% 45.3% 43.4% 45.3% 44.2% 45.3% 44.2% 45.3% 44.8% 45.3% 45.2% 44.4% 45.3% 43.4% 45.3% 43.9% 46.8% 38.7% 46.8% 38.7% 46.3% 40.6% 46.3% 46.4% 46.3% 46.4% 46.3% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 46.4% 5.7% 56.2% 5.2%		24.2% 30.2% 28.0% 25.8% 46.5% 43.2% Do Not Know 35.8% Do Not Know 33.3% 29.7%	32.1% 27.3% 30.8% 30.4% 22.6% 22.6% 22.6% 22.6% Not a Problem 41.4% Not a Problem 41.6% Not a	13.0% 18.0% 18.0% 13.7% 18.6% 15.9% 16.1% 8.3% 12.3% 5.8% Small Problem 4.1% 5.8% Small	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% Somewhat a Problem 8.7% 5.2% Somewhat a	6.7% 13.0% 13.0% 9.9% 6.8% 11.8% 10.3% 7.5% 7.1% Large Problem 8.7% 6.5% Large Problem 12.5% 11.0% Large	24.2% 30.2% 28.5% 25.8% 40.5% 43.2% 35.8% 33.5%	27.3% 30.8% 30.4% 20.8% 11 22.6% 16 20 41 41.6%	8.8.0% 17.4% 13.0% 12.7% 15.4% 5.9% 18.0% 15.1% 5.6% 18.0% 15.1% 5.6% 5.9% 22.0% 11.6% 6.5% 8.3% 11.4% 7.9% 2.3% 7.5% 4% 7.7% 2.7% 5.4% 8.7% 8.7% 5.4% 8.7% 8.7% 8.5% 12.5% 12.5%	1033 161 1033 161 1009 155 155 1009 155 155	1.17 1.68 1.44 1.43 1.66 1.72 1.08 2.13 2.04 2.25	1.00 1.00 1.00 1.00 1.00 1.00 0.00 2.00 2	1.23 1.39 1.32 1.26 1.40 1.40 1.30 1.21 1.24 1.26	0.10 0.04 0.09 0.04 0.10 0.04 0.09 0.04 0.09	The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Do Not Know or Strongly Disagree The ang, response is Not a Problem The ang, response is Not a Problem The ang, response is Not a Problem
17 Bullying is a problem at th 18 Cyber bullying is a problem 19 At this school, how much 20 At this school, how much	All Parent/Guardian Respondents Mychild is a student of color students is a problem at this school. All Parent/Guardian Respondents Mychild is a student of color a school. All Parent/Guardian Respondents Mychild is a student of color d a problem is student drug use? All Parent/Guardian Respondents Mychild is a student of color of a problem is student use of electronic cigarettes? All Parent/Guardian Respondents Mychild is a student of color of a problem is student use of electronic cigarettes?	Tream Tream \$50.7% \$50.7% \$150.7% \$50.7% \$150.7% Reverse Scott \$150.7% \$175.7% \$150.7% Reverse Scott \$150.7% \$139.7% \$143.4% Reverse Scott \$143.4% Reverse Scott \$150.7% \$143.4% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7% \$150.7%	wind both Decknowle 44.2% 45.3% 43.4% 45.3% 43.4% 45.3% 44.2% 45.3% 44.2% 44.5% 45.3% 44.8% 45.3% 44.9% 45.3% 45.9% 44.8% 45.3% 45.5% 43.9% 46.8% 38.7% 46.8% 38.7% 46.3% 46.8% 56.7% 56.4% 56.4% 54.2% 44.4% 45.9% 45.8% 38.7% 56.2% 56.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2% 56.2% 52.2%		24.2% 30.2% 28.0% 25.8% 25.8% 46.5% 43.2% Do Not Know 33.5% Do Not Know 33.5%	32.1% 27.3% 30.8% 30.4% 22.6% 22.6% 22.6% 22.6% Not a Problem 41.4% Not a Problem 41.6% Not a	13.0% 18.0% 18.0% 13.7% 18.6% 15.9% 16.1% 8.3% 12.3% Small Problem 4.1% 5.8% Small Problem	10.7% 17.4% 15.4% 16.1% 22.0% 25.2% Somewhat a Problem 8.7% 5.2% Somewhat a	6.7% 13.0% 13.0% 6.8% 6.8% 10.3% 10.3% 7.5% 7.1% Large Problem 8.7% 6.5% Large Problem 12.5% 11.0%	24.2% 30.2% 28.5% 25.8% 40.5% 43.2% 35.8% 33.5%	27.3% 30.8% 30.4% 20.8% 11 22.6% 15 20.8% 16 20 41.67	8.80% 17.4% 13.0% 13.7% 15.4% 9.9% 18.0% 18.1% 9.0% 58.0% 18.1% 9.0% 59 22.0% 11.0% 50 25.2% 10.0% 5.2% 11.0% 5.2% 11.0% 5.2% 11.0% 5.2% 11.0%	1033 161 1033 161 1009 155 155 1009 155 155	1.17 1.68 1.44 1.43 1.66 1.72 1.08 2.13 2.04 2.25	1.00 1.00 1.00 1.00 1.00 1.00 0.00 2.00 2	1.23 1.39 1.32 1.26 1.40 1.40 1.30 1.21 1.24 1.26	0.10 0.04 0.09 0.04 0.10 0.04 0.09 0.04 0.09	The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Do Not Know or Strongly Disagree The avg. response is Not a Problem The avg. response is Not a Problem

														_						
All Parent/Guardian Respondent					40.6%	44.0%	5.2%	6.1%	4.1%	4	10.6%		44.0%	5.2%	1009	1.89	2.00	1.03	0.03	The avg. response is Not a Problem
My child is a student of cole	or 57.2%	59.2%	60.6%		32.3%	52.9%	7.7%	2.6%	4.5%	32.3	.%6		52.9%	7.7%	155	1.94	2.00	1.13	0.08	The avg. response is Not a Problem
This school effectively notifies my family in the case of a school-wide emergency.																				
				~	13.0%	0.00/	4.4%	22.8%	57.6%	13.0%	22.8%		57.6%		1005	0.40	4.00	1.37	0.04	The second se
All Parent/Guardian Respondent My child is a student of colo					12.9%	2.2% 0.6%	4.4%	22.8%	62.6%	12.9%	22.6%		62.6%		1005	3.10 3.21	4.00	1.37	0.04	The avg. response is Disagree The avg. response is Disagree
This school takes effective measures to ensure the safety of my child.	32.370	00.070	03.270		12.370	0.070	1.370	22.070	02.070						155	5.21	4.00	1.71	0.15	The avg. Tesponse is Disagree
This school takes enective measures to ensure the safety of my child.																				
All Parent/Guardian Respondent	e 87.7%	85 1%	84 2%		6.5%	3.8%	5.6%	24.5%	59.7%	6.5% 5.6%	24.5%		59.7%		1005	3.27	4.00	1.15	0.04	The avg. response is Disagree
My child is a student of colo					4.5%	3.2%	2.6%	18.7%	71.0%	4.5% 2.6% 1	8.7%		71.0%		155	3.48	4.00	1.59	0.12	The avg. response is Agree
25 This school has made it clear to my child what they should do if there is an emergency,																				
natural disaster (tornado, flood) or a dangerous situation (e.g. violent person on campus)																				
during the school day.																				
All Parent/Guardian Respondent	s 84.0%	84.2%	83.7%		13.3%	1.3%	1.7%	20.5%	63.2%	13.3% 179	6 20.5%		63.2%		1005	3.19	4.00	1.37	0.04	The avg. response is Disagree
My child is a student of colo	or 84.6%	87.0%	85.8%		12.3%	1.3%	0.6%	19.4%	66.5%	12.3% 0 6%	19.4%		66.5%		155	3.26	4.00	1.71	0.13	The avg. response is Disagree
HYSICAL ENVIRONMENT	2021-22	2 2022-23	2023-24	Spark Line	Do Not	Strongly	Disagree	Agree	Strongly							Mean	Median	Standard	Standard	Interpretation of the Mean
				(not to scale)	Know	Disagree			Agree							(Scale: 1-4)	(Scale: 1-4)	Deviation	Error	
This school looks clean and pleasant.																				
All Parent/Guardian Respondent					2.0%	2.4%	3.4%	20.5%	71.6%	2.0% 20			71.6%		991	3.57	4.00	0.84	0.03	The avg. response is Agree
My child is a student of colo	or 94.4%	92.8%	94.1%	\sim	2.6%	0.7%	2.6%	18.4%	75.7%	2.6% 18.49	10		75.7%		152	3.64	4.00	1.57	0.12	The avg. response is Agree
17 The school building is clean and well-maintained.	1																			
	00.00	00.00	04 50		0.004	4.00/	1.00/	40.00	74.000	4.3% 19	6%		71.9%			0.57				
All Parent/Guardian Respondent My child is a student of colo				\leq	2.2% 2.6%	1.9% 0.7%	4.3% 3.3%	19.6% 17.8%	71.9% 75.7%	3.3% 17.8			75.7%		991 152	3.57	4.00 4.00	0.84 1.58	0.03	The avg. response is Agree The avg. response is Agree
	or 93.7%	90.3%	93.4%	\sim	2.6%	0.7%	3.3%	17.8%	/5./%	17.0					152	3.63	4.00	1.58	0.12	i ne avg. response is Agree
28 I believe attending school every day is important for my child to do well in their classes.															1					
All Parent/Guardian Respondent	95.4%	96.5%	06 6%		0.4%	0.9%	2.1%	11.2%	85.4%	11.2%			85.4%		991	3.80	4.00	0.55	0.02	The avg. response is Agree
My child is a student of colo					0.7%	0.7%	2.6%	6.6%	89.5%	6.6%			89.5%		152	3.84	4.00	1.56	0.11	The avg. response is Agree
9 This school has high expectations for my child.	J 04.470	00.470	00.170		0.770	0.7 70	2.070	0.070	00.070						102	0.04	4.00	1.00	0.11	The dig. response is Agree
This bolloot has high expectations for high entail																				
All Parent/Guardian Respondent	s 80.1%	81.5%	84.3%		2.8%	3.6%	9.3%	33.2%	51.1%	9.3%	33.2	%	51.1%		991	3.26	4.00	0.97	0.03	The avg. response is Disagree
My child is a student of colo	or 85.2%	84.6%	89.5%		3.3%	1.3%	5.9%	34.2%	55.3%	5.9%	34.2%		55.3%		152	3.37	3.00	1.53	0.11	The avg. response is Disagree
30 There are programs and resources at this school to support students with special needs or																				
disabilities.																				
All Parent/Guardian Respondent					28.2%	2.9%	4.5%	17.8%	46.6%	28.2%		% 17.8%	46.6		991	2.52	3.00	1.71	0.05	The avg. response is Strongly Disagree
My child is a student of colo	or 57.7%	71.3%	63.8%		30.3%	2.0%	3.9%	17.1%	46.7%	30.39	6 8.	9% 17.1%	46.79	5	152	2.48	3.00	1.85	0.14	The avg. response is Strongly Disagree
1 My child has enough healthy food choices at this school.																				
All Parent/Guardian Respondent					12.9%	8.0%	13.5%	29.4%	36.2%	12.9% 13.2%	13.5%	29.4 28.9%		6.2%	991	2.68	3.00	1.37	0.04	The avg. response is Disagree
My child is a student of colo	or 57.7%	/4.9%	68.4%		13.2%	3.9%	14.5%	28.9%	39.5%	13.270	14.379	20.0%	35		152	2.78	3.00	1.63	0.12	The avg. response is Disagree
² This school has enough programs that develop my child's social and emotional skills (e.g.,																				
self-control. problem solving. or getting along with others). All Parent/Guardian Respondent	. EC CO/	72.2%	72 00/		10.5%	4.4%	11.3%	32.8%	41.0%	10.5%	11.3%	32.8%	41	0%	991	2.89	3.00	1.28	0.04	The avg. response is Disagree
All Parent/Guardian Respondent My child is a student of colo					9.2%	4.6%	8.6%	32.0%	46.7%	9.2% 8.		30.9%	46.79		152	3.01	3.00	1.62	0.12	The avg. response is Disagree
SCIPLINE & COMMUNICATION		2 2022-23		Spark Line	Do Not	Strongly	Disagree		Strongly	_					102	Mean	Median	Standard		Interpretation of the Mean
SCIPLINE & COMMUNICATION	2021-24	2 2022-25	2023-24	(not to scale)		Disagree	Disagree	Agree	Agree							(Scale: 1-4)	(Scale: 1-4)			interpretation of the Healt
¹³ When my child does something good at school, I usually hear about it from the school.				(nor to source)		210000000									1			Domation	2	
	1																			
All Parent/Guardian Respondent	s 51.4%	61.5%	60.7%		4.2%	14.6%	20.4%	33.8%	26.9%	4.2% 14.6%			33.8%	26.9%	991	2.65	3.00	1.15	0.04	The avg. response is Disagree
My child is a student of colo	or 64.8%	76.4%	69.1%		4.6%	9.9%	16.4%	32.2%	36.8%	4.6% 9.9%	16.4%	32.2%	3	6.8%	152	2.87	3.00	1.52	0.11	The avg. response is Disagree
4 The school communicates policies and procedures clearly to my family.																				
															1					
All Parent/Guardian Respondent					1.6%	4.3%	8.4%	32.7%	53.0%	8.4%	32.7%		53.0%		991	3.31	4.00	0.91	0.03	The avg. response is Disagree
My child is a student of cole	or 82.4%	87.7%	84.9%	/	2.6%	4.6%	7.9%	28.9%	55.9%	7.9%	28.9%		55.9%		152	3.31	3.00	1.55	0.11	The avg. response is Disagree
5 The school effectively communicates progress, goals, and initiatives to my family.															1					
										10.2%	34		48.3%		-					
All Parent/Guardian Respondent					1.5%	6.0%	10.2%		48.3%	7.9%	32.9%		53.3%		991	3.22	3.00	0.96	0.03	The avg. response is Disagree
My child is a student of colo	or /8.9%	82.1%	86.2%		2.0%	3.9%	7.9%	32.9%	53.3%						152	3.32	3.00	1.52	0.11	The avg. response is Disagree
School rules are applied equally to my child.															1					
	10.00	75.00	75.001		40.00	4 50/	0.4%	40.00	F7 00/	13.6%	6.1% 18.	8%	57.0%			0.04			0.05	T I
All Parent/Guardian Respondent My child is a student of colo					13.6% 9.2%	4.5% 3.9%	6.1% 2.6%	18.8% 18.4%	57.0% 65.8%		18.4%		65.8%		991 152	3.01 3.28	4.00 4.00	1.43 1.70	0.05	The avg. response is Disagree The avg. response is Disagree
	or 59.2%	84.6%	84.2%	/	9.2%	3.9%	2.6%	18.4%	65.8%	Jak 19	10.474		00.010		152	3.28	4.00	1.70	0.13	The avg. response is Disagree
7 School discipline is fair to my child.															1					
All Parent/Guardian Respondent	s 48.1%	73.5%	73.9%		17.1%	4.9%	4.1%	19.4%	54.5%	17.1%	4.1% 1	9.4%	54.5%		991	2.89	4.00	1.52	0.05	The avg. response is Disagree
My child is a student of colo					15.1%						3.3% 17.1		59.2%		152	3.00	3.00	1.77	0.13	The avg. response is Disagree

	STAFF CLIMATE SURVEY 3-YEAR TREND 2021-22 through 2023-24		3-Yr Trend Line	20)23-24 Re (Nume				2023-24 Res (Graph		2023-24 Response			2023-24	4 Statistic	al Info
	mbined Percentage of Positive Responses & By Demograph L & LINGUISTIC COMPETENCE	CS 2021-22 2022-23 2023-2	Spark Line	Strongly	Disagree	Agree	Strongly				Rate	Mean N	Median S	tandard St	tandard	Interpretation of the Mean
			(not to scale)	Disagree	Disagree	Agree	Agree						icale: 1-4) D		Error	Interpretation of the riean
At this school or building, rich or poor.	all students are treated equally, regardless of whether their families are															
	All Respondents Person of Color	86.0% 84.5% 88.3 83.3% 76.1% 87.5		1.6% 0.0%	10.1% 12.5%	46.7% 56.3%	41.6% 31.3%	10.1%	46.7% 56.3%	41.6%	953 50	3.30 3.19	3.00 3.00	0.73 0.89	0.02	The avg. response is Strongly Agree
	LGBTQ Staff	83.8% 78.0	¥6	2.0%	20.0%	56.0%	22.0%	20.0%	56.0%	22.0%	1 51	2.98	3.00	0.89	0.13	The avg. response is Agree The avg. response is Agree
	Female	83.6% 88.6 86.3% 88.8		1.6%	9.8%	47.0%	41.6%	9.8%	47.0%	41.6% 46.2%	759	3.30	3.00	0.87	0.03	The avg. response is Strongly Agree
	Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	86.3% 88.8 85.4% 84.8% 88.4		1.2%	10.1% 9.5%	42.6% 49.2%	46.2% 39.2%	9.5%	49.2%	39.2%	179 438	3.36 3.26	3.00 3.00	0.99	0.07	The avg. response is Strongly Agree The avg. response is Strongly Agree
	1-3 Years 4-9 Years	85.0% 86.3% 88.5 86.3% 79.8% 86.2	-	1.7%	9.8% 12.1%	45.5% 49.1%	43.0% 37.1%	9.8%	45.5% 49.1%	43.0% 37.1%	490 240	3.33 3.23	3.00 3.00	0.89	0.04	The avg. response is Strongly Agree
	4-9 rears 10-19 Years	90.8% 88.0% 91.6		0.0%	8.4%	49.1%	47.6%	8.4%	44.1%	47.6%	150	3.23	3.00	0.88	0.08	The avg. response is Agree The avg. response is Strongly Agree
	20 or more Years	82.1% 83.3% 87.6		3.1%	9.3%	50.5%	37.1%	9.3%	50.5%	37.1% 41.4%	101	3.22	3.00	0.96	0.10	The avg. response is Agree The avg. response is Strongly Agree
	Certified, Non-Affiliated, Administration Staff Hourly Staff	85.1% 83.6% 86.2 87.8% 86.9% 93.3		1.7%	12.1% 5.3%	44.8% 51.1%	41.4% 42.2%	5.3%	51.1%	41.479	301 680	3.38 3.27	3.00 3.00	0.96	0.06	The avg. response is Strongly Agree
This school as building on	courages students to take challenging classes no matter their race,															
ethnicity, nationality, and																
	All Respondents Person of Color	86.2% 86.9% 88.3 91.3% 81.8% 95.0		2.9% 0.0%	8.8% 5.0%	47.8% 50.0%	40.5% 45.0%	8.8%	47.8% 50.0%	40.5% 45.0%	876 50	3.78 3.64	4.00 3.50	1.01 1.16	0.03	The avg. response is Strongly Agree The avg. response is Strongly Agree
	LGBTQ Staff	75.0% 57.1	K6	7.1%	35.7%	35.7%	21.4%			35.7% 21.4%	! 51	3.58	3.00	1.70	0.24	The avg. response is Strongly Agree
	Female	84.8% 87.9 93.4% 94.7	-	3.7%	8.3% 4.6%	47.6%	40.4% 45.8%	8.3%	47.6% 48.9%	40.4% 45.8%	759	3.83	4.00	1.52	0.06	The avg. response is Strongly Agree The avg. response is Strongly Agree
	Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	86.5% 86.1% 86.9	16	3.9%	9.2%	51.4%	35.5%	9.2%	51.4%	35.5%	438	3.69	3.00	1.50	0.07	The avg. response is Strongly Agree
	1-3 Years 4-9 Years	84.8% 84.2% 87.5 85.5% 86.4% 88.5	%	2.7%	9.8% 8.9%	48.1% 51.0%	39.3% 37.6%	9.8%	48.1% 51.0%	39.3% 37.6%	490 240	3.77	3.00 4.00	1.60	0.07	The avg. response is Strongly Agree The avg. response is Strongly Agree
	10-19 Years	85.1% 91.9% 91.2	%	4.4%	4.4%	45.1%	46.2%	4.4%	45.1%	46.2%	150	3.90	4.00	1.43	0.12	The avg. response is Strongly Agree
	20 or more Years Certified, Non-Affiliated, Administration Staff	92.5% 90.0% 87.1 85.9% 87.2% 86.9	Ma	2.9%	10.0%	42.9% 44.0%	44.3% 42.9%	10.0%	42.9% 44.0%	44.3% 42.9%	101 301	3.72 3.82	4.00	1.35	0.13	The avg. response is Strongly Agree The avg. response is Strongly Agree
	Hourly Staff	85.3% 85.7% 91.9	%	3.1%	5.0%	58.4%	33.5%	5.0%	58.4%	33.5%	680	3.76	4.00	1.37	0.05	The avg. response is Strongly Agree
	vides instructional materials that reflect our students' cultural background	,														
ethnicity and identity.	All Respondents	81.6% 83.1% 85.0		1.8%	13.2%	55.4%	29.6%	13.2%	55.4% 53.3%	29.6% 31.1%	847	3.19	3.00	0.76	0.03	The avg. response is Agree
	Person of Color LGBTQ Staff	71.4% 73.2% 84.4 64.7% 65.3		2.2%	13.3% 32.7%	53.3% 34.7%	31.1% 30.6%		2.7% 34.7%	31.1%	50	3.13 2.94	3.00	1.17	0.17	The avg. response is Agree The avg. response is Agree
	Female	83.4% 85.8		1.7%	12.5%	55.6%	30.2%	12.5% 13.8%	55.6% 57.9%	30.2%	759	3.20	3.00	1.27	0.05	The avg. response is Agree
	Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	81.8% 84.8 81.7% 80.3% 83.8		1.4%	13.8% 13.6%	57.9% 56.0%	26.9% 27.7%	13.6%	56.0%	26.9% 27.7%	179 438	3.13 3.13	3.00	1.36	0.10	The avg. response is Agree The avg. response is Agree
	1-3 Years	80.3% 82.0% 84.9		1.5%	13.6%	51.3%	33.7%	13.6%	51.3% 62.0%	33.7%	490	3.25	3.00	1.37	0.06	The avg. response is Agree
	4-9 Years 10-19 Years	76.9% 82.9% 84.1 85.2% 87.7% 85.4		1.9% 2.3%	13.9% 12.3%	62.0% 58.5%	22.1% 26.9%	13.5%	58.5%	26.9%	240 150	3.08 3.14	3.00	1.19	0.08	The avg. response is Agree The avg. response is Agree
	20 or more Years Certified, Non-Affiliated, Administration Staff	90.0% 81.1% 87.1	%	2.4%	10.6%	54.1% 55.4%	32.9% 27.1%	10.6%	54.1% 55.4%	32.9%	101 301	3.22 3.36	3.00 3.00	1.32 1.50	0.13	The avg. response is Agree
	Certified, Non-Alfituated, Administration Star Hourly Staff	80.6% 81.4% 82.5 83.1% 88.8% 91.6		0.9%	15.3% 7.5%	55.5%	36.1%	7.5%	55.5%	36.1%	680	3.36	3.00	1.50	0.05	The avg. response is Strongly Agree The avg. response is Agree
This school or building em	phasizes showing respect for all students' cultural beliefs and practices.															
This seneer of building en	All Respondents	91.7% 91.4% 93.9	%	1.5%	4.6%	48.0%	45.9%	4.6%	48.0%	45.9%	962	3.40	3.00	0.66	0.02	The avg. response is Strongly Agree
	Person of Color LGBTO Staff	91.7% 83.0% 89.6 92.3% 88.2	¥6	2.1%	8.3%	47.9% 54.9%	41.7% 33.3%	8.3%	47.9% 54.9%	41.7% 33.3%	50	3.29	3.00	0.96	0.14	The avg. response is Strongly Agree The avg. response is Agree
	Female	90.3% 94.5	%	0.9%	4.6%	47.0%	47.5%	4.6%	47.0%	47.5%	759	3.43	3.00	0.76	0.03	The avg. response is Strongly Agree
	Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	93.7% 94.2 91.5% 91.7% 93.7	¥6	2.3%	3.5%	50.0% 50.9%	44.2% 42.8%	3.5% 4.4%	50.0% 50.9%	44.2% 42.8%	179 438	3.36 3.35	3.00	0.92	0.07	The avg. response is Strongly Agree The avg. response is Strongly Agree
	1-3 Years	90.9% 88.6% 93.7	%	1.3%	5.1%	49.1%	44.6%	5.1%	49.1%	44.6%	490	3.39	3.00	0.81	0.04	The avg. response is Strongly Agree
	4-9 Years 10-19 Years	92.3% 94.5% 94.1 93.5% 95.4% 96.6	86	2.1%	3.8%	50.8% 45.5%	43.2% 51.0%	3.8% 2.8%	50.8% 45.5%	43.2% 51.0%	240	3.37	3.00	0.74	0.05	The avg. response is Strongly Agree The avg. response is Strongly Agree
	20 or more Years	90.1% 89.6% 90.8		2.0%	7.1%	39.8%	51.0%	7.1%	39.8%	51.0%	101	3.40	3.00	0.91	0.09	The avg. response is Strongly Agree
	Certified, Non-Affiliated, Administration Staff Hourly Staff	91.1% 91.3% 92.8 93.1% 91.7% 96.5		1.8%	5.4% 2.8%	46.9% 50.7%	46.0% 45.8%	5.4% 2.8%	46.9% 50.7%	46.0% 45.8%	301 680	3.44 3.38	3.00	0.92	0.05	The avg. response is Strongly Agree The avg. response is Strongly Agree
This school or building pro	vides effective resources and training for teaching students with															
	Programs (IEPs) across different languages & cultures. All Respondents	66.6% 62.7% 65.5	%	7.0%	27.5%	43.5%	22.0%		27.5% 43.		852	2.83	3.00	0.89	0.03	The avg. response is Agree
	Person of Color LGBTQ Staff	60.0% 61.9% 68.2 65.6% 54.5	X6	2.3% 15.9%	29.5% 29.5%	40.9% 38.6%	27.3% 15.9%	29	5% 40.9% 29.5%	27.3% 38.6% 15.9%	50 ! 51	2.93 2.60	3.00	1.23	0.17	The avg. response is Agree The avg. response is Agree
	Female	58.8% 63.6		7.4%	28.9%	42.7%	20.9%		28.9% 42	.7% 20.9%	759	2.80	3.00	1.27	0.05	The avg. response is Agree
	Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	75.0% 74.1	¥6	2.5% 8.1%	23.4% 27.0%	48.7% 42.2%	25.3% 22.6%	23.49	48.7%	25.3% 22.6%	179 438	2.97	3.00 3.00	1.20 1.19	0.09	The avg. response is Agree The avg. response is Agree
	1-3 Years	66.0% 63.5% 65.9		8.1%	26.0%	40.8%	25.1%		26.0% 40.8	25.1%	490	2.86	3.00	1.30	0.06	The avg. response is Agree
	4-9 Years 10-19 Years	60.9% 57.1% 62.1 70.2% 69.2% 66.7	X6	6.3%	31.6% 28.6%	47.1% 45.2%	15.0% 21.4%		31.6% 8.6% 45.:	47.1% 15.0% % 21.4%	240 150	2.74	3.00 3.00	1.21	0.08	The avg. response is Agree
	20 or more Years	70.2% 68.2% 66.7 76.0% 64.0% 70.0		4.8% 6.7%	23.3%	45.6%	24.4%	2	3.3% 45.6%	24.4%	101	2.85 2.88	3.00	1.29	0.10 0.12	The avg. response is Agree The avg. response is Agree
	Certified, Non-Affiliated, Administration Staff Hourly Staff	63.7% 59.4% 59.7 71.4% 74.0% 81.1		8.0% 4.4%	32.3% 14.5%	39.5% 54.4%	20.2% 26.8%	14.5%	32.3% 54.4%	20.2%	! 301 680	3.09 2.74	3.00 3.00	1.47 1.16	0.08	The avg. response is Agree The avg. response is Agree
This school or building pro	noury stan	/1.470 /4.070 61.1		4,470	14.370	34,470	20.070	14.078	84.470	20.678	080	2.74	3.00	1.10	0.04	The avg. Tesponse is Agree
	vides effective supports for students needing atternative modes of nual signs, .computer-based devices, Braille). All Respondents	88.4% 87.8% 89.9	%	1.9%	8.2%	52.6%	37.2%	8.2%	52.6%	37.2%	861	3.30	3.00	0.73	0.02	The avg. response is Strongly Agre
	Person of Color	86.4% 84.6% 92.9	%	0.0%	7.1%	61.9%	31.0%	7.1%	61.9%	31.0% 30.4%	50	3.24	3.00	1.31	0.19	The avg. response is Agree
	LGBTQ Staff Female	87.5% 76.1 85.8% 90.9		6.5% 1.8%	17.4% 7.3%	45.7% 52.1%	30.4% 38.7%	7.3%	6 45.7% 52.1%	30.4% 38.7%	! 51 759	3.00 3.33	3.00	1.22	0.17	The avg. response is Agree The avg. response is Strongly Agre
	Male	94.7% 89.6	%	0.7%	9.7%	56.3%	33.3%	9.7%	56.3%	33.3%	179	3.26	3.00	1.40	0.10	The avg. response is Strongly Agre
	Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	85.5% 84.4% 89.1 85.7% 88.1% 89.2		2.0%	8.9% 9.4%	52.9% 50.6%	36.2% 38.6%	8.9% 9.4%	52.9% 50.6%	36.2% 38.6%	438 490	3.25 3.31	3.00	1.07	0.05	The avg. response is Strongly Agre The avg. response is Strongly Agre
	4-9 Years	87.1% 85.0% 89.8	16	2.9%	7.3%	57.8%	32.0%	7.3%	57.8%	32.0%	240	3.24	3.00	1.26	0.08	The avg. response is Agree
	10-19 Years 20 or more Years	93.0% 89.8% 89.2 92.3% 90.1% 94.3		1.5% 2.3%	9.2% 3.4%	51.5% 51.7%	37.7% 42.5%	9.2% 3.4%	51.5% 51.7%	37.7% 42.5%	150 101	3.31 3.36	3.00 3.00	1.24	0.10	The avg. response is Strongly Agre The avg. response is Strongly Agre
	Certified, Non-Affiliated, Administration Staff	87.6% 86.9% 87.1	¥6	2.6%	10.3%	51.7%	35.3%	10.3%	51.7% 54.7%	35.3%	301	3.40	3.00	1.27	0.07	The avg. response is Strongly Agree
	Hourly Staff	89.4% 90.4% 96.1		0.4%	3.5%	54.7%	41.5%	3.5%		41.5%	680	3.25	3.00	1.29	0.05	The avg. response is Strongly Agre

| STUDENT SUPPORT & ENGAGEMENT

 | 2021-22 | 2022-23
 | 2023-24 | Spark Line | Strongly Disagree | isagree |
 | Strongly
Agree | |
 | |
 | |
 | Standard S | | Interpretation of the Mean |

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--|---
---|---|----------------|--
---|--|---
--	--

--
---|--|--|
| Staff at this school/building teach students strategies to manage emotions.

 | |
 | | (not to scale) | Disagree | |
 | Agree | |
 | |
 | (Scate: 1-4) (St | cate: 1-4)
 | Deviation | Error | |
| 7

 | |
 | | | | |
 | | 6.8% | 57.4%
 | 34.7% |
 | |
 | | | |
| All Respondents

 | 87.9% | 87.9%
 | 92.1% | | 1.1% | 6.8% | 57.4%
 | 34.7% | 8.5% | 57.4%
 | 34.0% | 923
 | 3.26 | 3.00
 | 0.63 | 0.02 | The avg. response is Strongly Agree |
| Person of Color

 | 81.0% | 79.1%
 | 91.5% | | 0.0% | 8.5% | 57.4%
 | 34.0% | 10.0% | 52.0%
 | 34.0% | 50
 | 3.26 | 3.00
 | 0.98 | 0.14 | The avg. response is Strongly Agree |
| LGBTQ Staff

 | - | 91.7%
 | 86.0% | | 4.0% | 10.0% | 52.0%
 | 34.0% | 6.5% | 55.4%
 | 37.1% | ! 51
 | 3.16 | 3.00
 | 0.88 | 0.12 | The avg. response is Agree |
| 8 Female

 | _ | 87.3%
 | 92.5% | | 1.0% | 6.5% | 55.4%
 | 37.1% | 6.1% | 67.3%
 | 26.1% | 759
 | 3.29 | 3.00
 | 0.95 | 0.03 | The avg. response is Strongly Agree |
| Male

 | 07.01/ | 90.1%
 | 93.3% | | 0.6% | 6.1% | 67.3%
 | 26.1% | 6.2% | 56.9%
 | 36.3% | 179
 | 3.19 | 3.00
 | 1.01 | 0.08 | The avg. response is Agree |
| Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
1-3 Years

 | 87.2%
84.0% | 85.4%
87.2%
 | 93.1%
90.6% | - | 0.7% | 6.2%
8.3% | 56.9%
53.3%
 | 36.3%
37.3% | 8.3% | 53.3%
 | 37.3% | 438
490
 | 3.29
3.27 | 3.00
 | 0.86 | 0.04 | The avg. response is Strongly Agree
The avg. response is Strongly Agree |
| 2 4-9 Years

 | 89.6% | 88.2%
 | 92.0% | | 0.9% | 7.1% | 62.4%
 | 29.6% | 7.1% | 62.4%
 | 29.6% | 240
 | 3.21 | 3.00
 | 0.95 | 0.05 | The avg. response is Agree |
| 10-19 Years

 | 90.2% | 91.9%
 | 92.5% | | 2.1% | 5.5% | 56.2%
 | 36.3% | 5.5% | 56.2%
 | 36.3% | 150
 | 3.27 | 3.00
 | 0.84 | 0.07 | The avg. response is Strongly Agree |
| 20 or more Years

 | 92.1% | 85.0%
 | 98.9% | ~ | 0.0% | 1.1% | 67.7%
 | 31.2% | | 67.7%
 | 31.2% | 101
 | 3.30 | 3.00
 | 1.01 | 0.10 | The avg. response is Strongly Agree |
| Certified, Non-Affiliated, Administration Staff

 | 88.4% | 88.0%
 | 91.5% | | 1.2% | 7.3% | 57.9%
 | 33.6% | 7.3% | 57.9%
 | 33.6% | 301
 | 3.30 | 3.00
 | 1.22 | 0.07 | The avg. response is Strongly Agree |
| Hourly Staff

 | 85.9% | 87.6%
 | 93.6% | | 0.8% | 5.7% | 56.2%
 | 37.4% | 5.7% | 56.2%
 | 37.4% | 680
 | 3.24 | 3.00
 | 0.85 | 0.03 | The avg. response is Agree |
|

 | |
 | | | | |
 | | |
 | |
 | |
 | | | |
| Staff at this school/building teach positive conflict resolution strategies to students.

 | |
 | | | | |
 | | 10.1% | 56.1%
 | 32.9% |
 | |
 | | | |
| 8

 | 07.4% | 05.0%
 | 00.0% | - / | 0.0% | 40.4% | 50.4%
 | 00.00/ | 10.1% | 51.1%
 | | 010
 | 0.04 | 0.00
 | 0.05 | 0.00 | |
| All Respondents Person of Color

 | 87.1%
79.2% | 85.8%
75.0%
 | 89.0%
84.4% | | 0.9% | 10.1%
15.6% | 56.1%
51.1%
 | 32.9%
33.3% | 16.0% | 50.0%
 | 33.3%
32.0% | 912
50
 | 3.21 | 3.00
3.00
 | 0.65 | 0.02 | The avg. response is Agree
The avg. response is Agree |
| LGBTO Staff

 | 73.270 | 88.9%
 | 82.0% | | 2.0% | 16.0% | 50.0%
 | 32.0% | 9.5% | 55.0%
 | 32.0% | 51
 | 3.10 | 3.00
 | 0.86 | 0.12 | The avg. response is Agree |
| Female

 | - | 84.2%
 | 89.6% | | 0.8% | 9.5% | 55.0%
 | 34.6% | 9.4% | 62.5%
 | 27.5% | 759
 | 3.23 | 3.00
 | 0.99 | 0.04 | The avg. response is Agree |
| Male

 | | 90.2%
 | 90.0% | <u> </u> | 0.6% | 9.4% | 62.5%
 | 27.5% | 8.8% | 55.0%
 | 35.5% | 179
 | 3.17 | 3.00
 | 1.13 | 0.08 | The avg. response is Agree |
| Student Services (SPED, ELL, TAG, Migrant Educator, etc.)

 | 86.0% | 84.2%
 | 90.5% | | 0.7% | 8.8% | 55.0%
 | 35.5% | | 51.5%
 | | 438
 | 3.25 | 3.00
 | 0.88 | 0.04 | The avg. response is Strongly Agree |
| 1-3 Years

 | 83.3% | 84.0%
 | 86.9% | | 0.9% | 12.2% | 51.5%
 | 35.4% | 12.2% |
 | 35.4% | 490
 | 3.21 | 3.00
 | 1.08 | 0.05 | The avg. response is Agree |
| 4-9 Years

 | 88.8% | 86.5%
 | 88.4% | | 1.3% | 10.2% | 60.0%
 | 28.4% | 10.2% | 60.0%
 | 28.4% | 240
 | 3.16 | 3.00
 | 0.99 | 0.06 | The avg. response is Agree |
| 10-19 Years

 | 90.0% | 89.4%
 | 92.5% | | 0.0% | 7.5% | 58.2%
 | 34.2% | 7.5% | 58.2%
 | 34.2% | 150
 | 3.27 | 3.00
 | 0.79 | 0.06 | The avg. response is Strongly Agree |
| 20 or more Years

 | 90.7% | 85.7%
 | 95.5% | | 1.1% | 3.4% | 66.3%
 | 29.2% | 3.4% | 66.3%
 | 29.2% | 101
 | 3.24 | 3.00
 | 1.18 | 0.12 | The avg. response is Agree |
| Certified, Non-Affiliated, Administration Staff

 | 86.1% | 86.1%
 | 87.6% | | 0.9% | 11.5% | 55.8%
 | 31.8% | 11.5% | 55.8%
 | 31.8% | 301
 | 3.27 | 3.00
 | 1.19 | 0.07 | The avg. response is Strongly Agree |
| Hourly Staff

 | 89.1% | 84.9%
 | 92.5% | | 0.7% | 6.7% | 56.9%
 | 35.6% | 6.7% | 56.9%
 | 35.6% | 680
 | 3.18 | 3.00
 | 0.95 | 0.04 | The avg. response is Agree |
| Staff at this salesal (building oak students for in-ot-ob-o

 | |
 | | | <u> </u> | |
 | | |
 | |
 | + |
 | | | |
| Staff at this school/building ask students for input when establishing rules.

 | 1 |
 | | | 1 | |
 | | 18.4% | 56.2%
 | 23.7% | 1
 | 1 |
 | | | |
| 9 All Respondents

 | 76.9% | 76.5%
 | 79.9% | | 1 704 | 18.4% | 56.2%
 | 23.7% | 20.9% | 51.2%
 | 23.7% | 806
 | 3.02 | 3.00
 | 0.70 | 0.02 | The average is trees |
| Person of Color

 | 76.9%
69.6% | 76.5%
 | 79.9% | | 1.7%
0.0% | 18.4%
20.9% | 56.2%
51.2%
 | 23.7% | 20.9% |
 | | 50
 | 3.02 | 3.00
 | 1.26 | 0.02 | The avg. response is Agree |
| Person of Color
LGBTQ Staff

 | 09.0% | 68.6%
 | 79.1%
61.7% | | 0.0% | 38.3% | 51.2%
46.8%
 | 27.9% | |
 | .8% 14.9% | 50
 | 2.77 | 3.00
 | 1.26 | 0.18 | The avg. response is Agree |
| Female

 | 1 | 75.2%
 | 79.9% | \geq | 1.3% | 38.3% | 46.8%
 | 24.0% | 18.8% | 55.9%
 | 24.0% | 759
 | 3.03 | 3.00
 | 1.01 | 0.14 | The avg. response is Agree
The avg. response is Agree |
| ă <u>Penae</u>
Male

 | 1 | 79.6%
 | 79.9% | <hr/> | 2.7% | 18.8% | 55.5%
 | 24.0% | 17.8% | 55.5%
 | 24.0% | 179
 | 3.03 | 3.00
 | 1.31 | 0.05 | The avg. response is Agree |
| Student Services (SPED, ELL, TAG, Migrant Educator, etc.)

 | 75.0% | 76.1%
 | 78.3% | | 1.1% | 20.6% | 54.7%
 | 23.6% | 20.6% | 54.7%
 | 23.6% | 438
 | 3.01 | 3.00
 | 1.30 | 0.06 | The avg. response is Agree |
| 1-3 Years

 | 74.2% | 74.3%
 | 78.8% | | 2.3% | 18.9% | 55.3%
 | 23.5% | 18.9% | 55.3%
 | 23.5% | 438
 | 3.00 | 3.00
 | 1.30 | 0.06 | The avg. response is Agree |
| 2 4-9 Years

 | 76.8% | 76.1%
 | 80.3% | | 2.0% | 17.7% | 59.6%
 | 20.7% | 17.7% | 59.6%
 | 20.7% | 240
 | 2.99 | 3.00
 | 1.30 | 0.08 | The avg. response is Agree |
| 10-19 Years

 | 79.8% | 77.9%
 | 81.1% | ~ | 0.8% | 18.2% | 53.8%
 | 27.3% | 18.2% | 53.8%
 | 27.3% | 150
 | 3.08 | 3.00
 | 1.20 | 0.10 | The avg. response is Agree |
| 8 20 or more Years

 | 80.2% | 82.6%
 | 82.5% | | 0.0% | 17.5% | 56.3%
 | 26.3% | 17.5% | 56.3%
 | 26.3% | 100
 | 3.09 | 3.00
 | 1.39 | 0.14 | The avg. response is Agree |
| Certified, Non-Affiliated, Administration Staff

 | 77.3% | 77.0%
 | 80.9% | | 1.7% | 17.4% | 55.9%
 | 25.1% | 17.4% | 55.9%
 | 25.1% | 301
 | 2.95 | 3.00
 | 1.48 | 0.09 | The avg. response is Agree |
| Hourly Staff

 | 75.5% | 75.0%
 | 76.9% | | 1.9% | 21.2% | 57.2%
 | 19.7% | 21.2% | 57.2%
 | 19.7% | 680
 | 3.04 | 3.00
 | 1.19 | 0.05 | The avg. response is Agree |
|

 | |
 | | | | |
 | | |
 | |
 | |
 | | | |
| PARENT/GUARDIAN & FAMILIES

 | 2021-22 | 2022-23
 | 2023-24 | Spark Line | Strongly D | isagree | Agree S
 | Strongly | |
 | |
 | Mean N | 1edian
 | Standard S | tandard | Interpretation of the Mean |
|

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 | | |
 | |
 | (Carles 4.4) (C |
 | | - | |
| 10 Staff do a cload lab boloing parents and familias to support their shildren's learning at home

 | |
 | | (not to scale) | Disagree | | -
 | Agree | |
 | |
 | (Scale: 1-4) (Se |
 | Deviation | Error | |
| 10 Staff do a good job helping parents and families to support their children's learning at home.

 | 87 1% |
 | | | Disagree | | -
 | Agree | 7.6% | 63.8%
 | 27.8% | 871
 | | cale: 1-4)
 | | | The aver response is deree |
| All Respondents

 | 87.1%
85.0% | 89.2%
84.4%
 | 91.6%
97.8% | | | 7.6% | -
 | | 7.6% | 63.8%
64.4%
 | 27.8% | 871
50
 | 3.19 | cale: 1-4)
3.00
 | 0.59 | 0.02 | The avg. response is Agree
The avg. response is Strongly Agree |
| All Respondents
Person of Color

 | 87.1%
85.0% | 89.2%
 | 91.6% | | Disagree
0.8% | | 63.8%
 | Agree
27.8% | 7.6% |
 | |
 | | cale: 1-4)
 | 0.59
1.12 | 0.02
0.16 | The avg. response is Agree
The avg. response is Strongly Agree
The avg. response is Agree |
| All Respondents

 | | 89.2%
84.4%
 | 91.6%
97.8% | | Disagree
0.8%
0.0% | 7.6%
2.2% | 63.8%
64.4%
 | Agree
27.8%
33.3% | 7.6% | 64.4%
58.3%
62.3%
 | 33.3%
25.0%
29.2% | 50
 | 3.19
3.31 | 3.00
3.00
 | 0.59 | 0.02 | The avg. response is Strongly Agree |
| All Respondents
Person of Color
LGBTQ Staff

 | | 89.2%
84.4%
91.4%
 | 91.6%
97.8%
83.3% | | Disagree
0.8%
0.0%
0.0% | 7.6%
2.2%
16.7% | 63.8%
64.4%
58.3%
 | Agree
27.8%
33.3%
25.0% | 7.6%
5.8% | 64.4%
58.3%
62.3%
71.0%
 | 33.3%
25.0%
29.2%
22.6% | 50
51
 | 3.19
3.31
3.08 | 3.00
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3.00
 | 0.59
1.12
0.96 | 0.02
0.16
0.14
0.04
0.09 | The avg. response is Strongly Agree
The avg. response is Agree |
| All Respondents Person of Color LGBTQ Staff Eenale Mate Student Services (SPED, ELL, TAG, Migrant Educator, etc.)

 | 85.0% | 89.2%
84.4%
91.4%
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 | 91.6%
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90.9% | | Disagree
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2.2%
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7.6%
5.8%
8.1% | 63.8%
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62.4%
 | Agree
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 | 33.3%
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 | 0.59
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1.10 | 0.02
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0.09
0.05 | The avg. response is Strongly Agree
The avg. response is Agree
The avg. response is Agree
The avg. response is Agree
The avg. response is Agree |
| All Respondents Person of Color IGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years

 | 85.0%
86.2%
86.7% | 89.2%
84.4%
91.4%
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86.9%
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 | 91.6%
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83.3%
91.5%
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91.4% | | Disagree
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7.2% | 63.8%
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58.3%
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71.0%
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 | Agree 27.8% 23.3% 25.0% 29.2% 22.6% 28.5% 32.6% | 7.6%
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1.21 | 0.02
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0.05 | The avg. response is Strongly Agree
The avg. response is Agree |
| All Respondents Person of Color Person of Color Color State Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 4-9 Years 4-9 Years

 | 85.0%
86.2%
86.7%
84.0% | 89.2%
84.4%
91.4%
87.6%
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86.9%
89.2%
89.6%
 | 91.6%
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 | Agree 27.8% 33.3% 25.0% 29.2% 22.6% 28.5% 32.6% 19.9% | 7.6%
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0.05
0.07 | The avg. response is Strongly Agree
The avg. response is Agree |
| All Respondents Person of Color ILOBITQ Staff Email Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 10-19 Years

 | 85.0%
86.2%
86.7%
84.0%
85.6% | 89.2%
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 | Agree 27.8% 33.3% 25.0% 29.2% 22.6% 28.5% 32.6% 19.9% 27.6% | 7.8%
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The avg. response is Agree |
| All Respondents Person of Color Person of Color Color Person of Color Person o

 | 85.0%
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96.4% | 89.2%
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 | | Disagree
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 | Agree 27.8% 33.3% 25.0% 29.2% 22.6% 28.5% 32.6% 19.9% 27.6% 24.2% | 7.8%
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The avg. response is Agree |
| All Respondents Person of Color Person of Colo

 | 85.0%
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86.7%
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85.6%
96.4%
87.5% | 89.2%
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 | | Disagree 0.8% 0.0% 0.9% 0.6% 1.0% 1.4% 0.5% 0.0% 0.0% | 7.6%
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 | Agree 27.8% 33.3% 25.0% 29.2% 22.6% 28.5% 32.6% 19.9% 27.6% 24.2% 26.6% | 7.6%
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 | 0.02
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0.05
0.05
0.05
0.07
0.09
0.11
0.08 | The avg, response is Strongly Agree
The avg, response is Agree |
| All Respondents Person of Color Person of Color

 | 85.0%
86.2%
86.7%
84.0%
85.6%
96.4% | 89.2%
84.4%
91.4%
87.6%
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86.9%
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89.0% | 91.6%
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93.5%
90.9%
91.4%
91.7%
91.0%
93.4%
 | | Disagree
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0.0%
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0.6%
1.0%
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0.0% | 7.6%
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16.7%
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5.8%
8.1%
7.2%
7.9%
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emotional, and character skills. All Respondents Staff do a good job helping parents and families understand when their child needs to learn social,
emotional, and character skills. All Respondents Person of Color Ligst Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 13 Years 20 or more Year

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| Staff do a good job helping parents and families understand when their child needs to learn social, All Respondents 11 Staff do a good job helping parents and families understand when their child needs to learn social, In 10-19 Years 11 Staff do a good job helping parents and families understand when their child needs to learn social, In 20 or more Years 11 Staff do a good job helping parents and families understand when their child needs to learn social, In 20 or more Years 11 Staff do a good job helping parents and families understand when their child needs to learn social, In 20 or more Years 11 emotional, and character skills. All Respondents 12 If a student has done something well or makes improvement, staff contact their parent/guardian. 12 If a student has done something well or makes improvement, staff contact their parent/guardian. 13 Ferson of Clobr 14 Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 14 a student has done something well or makes improvement, staff contact their parent/guardian. 14 a student Services (SPED, ELL, TAG, Migrant Educator, etc.) 15 Yerson of Clobr 16 Yerson of Clobr 17 Fernale 16

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Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 	90.0% 89.5% 91.8% 90.5% 96.7% 91.9% 89.7%	88.3% 90.8% 90.3% 92.9% 89.6%	93.8% 93.8% 89.9% 94.1% 96.8% 92.9% 94.3%		1.3% 0.7% 1.0% 0.7% 0.0% 0.8% 0.8%	4.9% 5.5% 9.1% 5.1% 3.2% 6.3% 5.3%	64.1% 62.6% 64.4% 57.4% 66.7% 62.3% 63.4%	29.7% 31.3% 25.5% 36.8% 30.1% 30.5% 30.8%	4.9% 5.5% 9.1% 5.1% 3.2% 5.3%	64.1% 62.6% 64.4% 57.4% 66.7% 62.3% 63.4%	29.7% 31.3% 25.5% 36.8% 30.1% 30.5%	438 490 240 150 101 301 680	3.22 3.24 3.14 3.30 3.27 3.25 3.23	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.20 1.25 1.21 1.12 1.01 1.48 1.00	0.06 0.08 0.09 0.10 0.09 0.09	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Strongly Agree The avg. response is Strongly Agree The avg. response is Agree
Hourly Staff TEAMWORK & SENSE OF COMMUNITY		2022-23		Spark Line	Strongly	Disagree		Strongly	0.070	03.470	30.871	680	Mean N	ledian S	tandard St	andard	The avg. response is Agree Interpretation of the Mean
14 At this school/building the staff get along with each other.	-			(not to scale)	Disagree			Agree						ale: 1-4) D		Error	
실 All Respondents 같 Person of Color	82.3% 78.3%		85.3% 87.2%		3.4% 6.4%	11.3% 6.4%	51.5% 57.4%	33.8% 29.8%	6.4%	51.5% 57.4%	33.8% 29.8%	957 50	3.16 3.11	3.00 3.00	0.75 1.07	0.02	The avg. response is Agree The avg. response is Agree
LGBTQ Staff Female		79.5% 81.9%	78.0% 83.8%	>	2.0%	20.0% 12.2%	46.0% 51.5%	32.0% 32.3%		46.0% 51.5%	32.0% !	51 759	3.08 3.12	3.00 3.00	0.88	0.12	The avg. response is Agree The avg. response is Agree
Male	_	91.5%	93.6%		1.2%	5.2%	49.4%	44.2%	5.2%	49.4%	44.2%	179	3.37	3.00	0.91	0.07	The avg. response is Strongly Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	80.5%		85.2% 85.2%		3.7%	11.1% 11.1%	52.7% 50.7%	32.5% 34.4%	11.1%	52.7% 50.7%	32.5%	438 490	3.14 3.16	3.00	0.84	0.04	The avg. response is Agree The avg. response is Agree
4-9 Years	83.5%	87.7%	85.1% 85.6%		2.6%	12.3%	56.2%	28.9%	12.3%	56.2% 48.6%	28.9%	240	3.11	3.00	0.83	0.05	The avg. response is Agree
10-19 Years	75.6% 92.5%	81.9%	85.6%		5.5% 1.0%	8.9% 13.4%	48.6% 48.5%	37.1%	13.4%	48.5%	37.1%	150 101	3.17 3.22	3.00 3.00	0.95	0.08	The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff	82.8%		85.0% 85.9%		3.8%	11.3% 11.3%	50.8% 53.3%	34.2% 32.6%	11.3%	50.8% 53.3%	34.2% 32.6%	301 680	3.16 3.15	3.00 3.00	0.91	0.05	The avg. response is Agree The avg. response is Agree
15 At this school/building there is a feeling of trust among the staff. All Respondents	71.1%	73.0%	75.8%		7.4%	16.8%	48.1%	27.7%	7.4% 16.8%	48.1%	27.7%	946	2.96	3.00	0.86	0.03	The avg. response is Agree
Person of Color LGBTO Staff	62.5%	71.7% 71.1%	81.3% 74.0%		8.3% 8.0%	10.4% 18.0%	50.0% 46.0%	31.3% 28.0%	8.3% 10.4% 8.0% 18.0%	50.0%	31.3% :-) 28.0%	50 51	3.04 2.94	3.00	1.05	0.15	The avg. response is Agree The avg. response is Agree
Female		69.4%	75.5%		7.4%	17.2%	48.8%	26.7%	7.4% 17.2% 5.8% 13.5%	48.8%	26.7%	759	2.95	3.00	0.99	0.04	The avg. response is Agree
Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	69.2%	84.0% 71.8%	80.7% 76.8%		5.8% 6.6%	13.5% 16.5%	46.2% 49.6%	34.5% 27.2%	6.6% 13.5% 6.6%	46.2% 49.6%	34.5%	179 438	3.09 2.97	3.00	1.04	0.08	The avg. response is Agree The avg. response is Agree
1-3 Years	71.7%		77.9%		6.8%	15.3%	48.6%	29.3%	6.8% 15.3% 9.3% 19.1%	48.6%	29.3%	490	3.00	3.00	1.01	0.05	The avg. response is Agree
4-9 Years 10-19 Years	73.2% 66.1%		71.6% 79.6%		9.3% 7.7%	19.1% 12.7%	50.0% 50.0%	21.6% 29.6%	7.7% 12.7%	50.0%	29.6% :-)	240 150	2.84 3.01	3.00 3.00	0.94	0.06	The avg. response is Agree The avg. response is Agree
20 or more Years Certified, Non-Affiliated, Administration Staff	71.6%		70.1% 74.4%		5.2%	24.7% 17.3%	38.1% 46.4%	32.0%	24.7% 8.3% 17.3%	38.1%	32.0%	101 301	2.97 3.01	3.00 3.00	1.04	0.10	The avg. response is Agree The avg. response is Agree
Hourly Staff	67.7%		79.0%		5.2%	15.7%	52.1%	26.9%	15.7%	52.1%	26.9%	680	2.94	3.00	1.02	0.04	The avg. response is Agree
COMMUNICATION & AGENCY	2021-22	2022-23	2023-24	Spark Line	Strongly	Disagree	Agree	Strongly					Mean N	ledian S	tandard St	andard	Interpretation of the Mean
16 The District involves stakeholders at appropriate times to make decisions.	4			(not to scale)	Disagree	-	-	Agree					(Scale: 1-4) (S			Error	
All Respondents	40.4%				13.1%	37.7%	42.2%	6.9%		37.7%	42.2% 6.9% 50.0% 11.1%	684	2.46	2.00	0.84	0.03	The avg. response is Disagree
Person of Color LGBTQ Staff	44.4%	58.3% 48.0%	61.1% 41.9%		16.7% 16.1%	22.2% 41.9%	50.0% 38.7%	11.1% 3.2%		41.9%	38.7% 3.25	50 51	2.56 2.29	2.00	1.39	0.20	The avg. response is Agree The avg. response is Disagree
E Female Male		46.0% 45.5%	49.8% 52.3%		12.4% 12.1%	37.8% 35.6%	43.4% 42.4%	6.4% 9.8%	12.4%	37.8%	43.4% 6.4% 42.4% 9.8%	759 179	2.47 2.50	2.00 2.00	1.34 1.31	0.05	The avg. response is Disagree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	39.7%		52.3%		13.5%	34.2%	43.1%	9.3%	13.5%	34.2%	43.1% 9.3%	438	2.50	2.00	1.31	0.10	The avg. response is Agree The avg. response is Disagree
1-3 Years 4-9 Years	49.2%		54.6% 42.7%		11.5% 14.6%	33.9% 42.7%	44.1% 38.8%	10.5%	11.5%	33.9% 42.7%	44.1% 10.5% 38.8% 3.9%	490 240	2.57	2.00	1.43	0.06	The avg. response is Agree The avg. response is Disagree
10-19 Years	37.1%	45.5%	50.4%		14.9%	34.7%	44.6%	5.8%	14.9%	34.7%	44.6% 5.8%	150	2.43	2.00	1.22	0.10	The avg. response is Disagree
20 or more Years Certified, Non-Affiliated, Administration Staff	28.6%		42.2% 47.2%		13.3% 13.8%	44.6% 38.9%	39.8% 41.0%	2.4%	13.3% 13.8%	44.6% 38.9%	39.8% 2.4 41.0% 6.3%	101 301	2.31 2.67	2.00	1.11 1.48	0.11 0.09	The avg. response is Disagree The avg. response is Agree
Hourly Staff	33.3%		57.0%		10.4%	32.6%	47.4%	9.6%		32.6%	47.4% 9.6%	680	2.40	2.00	1.20	0.05	The avg. response is Disagree
Staff at this school/building have many informal opportunities to influence what happens within the																	
17 school/District. All Respondents	34.6%	38.5%	47.0%		12.8%	40.2%	38.8%	8.2%	12.8%	40.2%	38.8% 8.2%	801	2.44	2.00	0.84	0.03	The avg. response is Disagree
Person of Color LGBTQ Staff	38.9%	39.5% 40.5%	57.5% 44.4%		7.5%	35.0% 35.6%	52.5% 33.3%	5.0%	20.0%	35.0%	52.5% 5.0% 33.3% 11.1%	50 51	2.55 2.36	2.00	1.21	0.17	The avg. response is Agree The avg. response is Disagree
§ Female	_	36.9%	46.9%		12.7%	40.4%	39.2%	7.7%	12.7%	40.4%	39.2% 7.7%	759	2.44	2.00	1.21	0.04	The avg. response is Disagree
Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	32.5%	46.2%	50.3% 49.1%		12.2%	37.4%	40.8%	9.5%	12.2% 11.4%	37.4% 39.5%	40.8% 9.5% 38.0% 11.1%	179 438	2.49	2.00	1.22	0.09	The avg. response is Disagree The avg. response is Agree
1-3 Years	41.1%		51.9%		13.2%	34.9%	41.4%	10.5%	13.2%	34.9% 46.8%	41.4% 10.5% 34.1% 5.4%	490	2.51	2.00	1.32	0.06	The avg. response is Agree
4-9 Years 10-19 Years	30.8% 30.4%		39.5% 48.9%		13.7% 10.7%	46.8% 40.5%	34.1% 41.2%	5.4% 7.6%	13.7% 10.7%	40.5%	41.2% 7.6%	240 150	2.34 2.46	2.00	1.11 1.10	0.07	The avg. response is Disagree The avg. response is Disagree
© 20 or more Years Certified, Non-Affiliated, Administration Staff	31.5%		41.1% 45.8%		12.2% 13.6%	46.7% 40.5%	35.6% 38.5%	5.6% 7.3%	12.2% 13.6%	46.7% 40.5%	35.6% 5.6% 1 38.5% 7.3%	101 301	2.34	2.00	1.03	0.10	The avg. response is Disagree The avg. response is Agree
Hourly Staff	32.9%		50.5%		10.3%	39.2%	39.7%	10.8%	10.3%	39.2%	39.7% 10.8%	680	2.40	2.00	1.08	0.04	The avg. response is Disagree
18 At this school/building, students are given the opportunity to take part in decision making.	+																
All Respondents Person of Color	57.0% 57.9%		70.2% 65.9%		4.0% 2.4%	25.8% 31.7%	59.4% 56.1%	10.8% 9.8%	25.8%	59.4	1% 10.8% 6.1% 9.8%	801 50	2.85 2.79	3.00 3.00	0.80 1.24	0.03	The avg. response is Agree The avg. response is Agree
LGBTQ Staff	37.370	63.6%	57.1%		4.8%	38.1%	45.2%	11.9%		8.1%	45.2% 11.9%	51	2.70	2.00	1.25	0.18	The avg. response is Agree
8 Female Mate	+	58.5% 64.8%	70.3% 69.4%		3.5%	26.2% 25.7%	60.5% 55.6%	9.8% 13.9%	26.2%	60. 55.61		759	2.86	3.00	1.32	0.05	The avg. response is Agree The avg. response is Agree
			70.6%		4.1%	25.3% 23.6%	57.6%	13.1%		57.61	6 13.1%	438	2.88	3.00	1.34	0.06	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	57.5%						58.7%	13.3%		58.7%	13.3%	490	2.93	3.00		0.06	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 2 4-9 Years	57.4%		72.0% 67.5%		4.3% 4.6%	27.9%	57.9%	9.6%	27.5%	57	.9% 9.6%	240	2.80	3.00	1.41	0.08	The avg. response is Agree
1.3 Years 4.9 Years 10-19 Years	57.4% 49.7% 62.6%	60.3% 56.7% 64.2%	72.0% 67.5% 67.8%		4.6% 4.1%	27.9% 28.1%	62.8%	5.0%	28.1%		62.8% 5.0%	150	2.72	3.00	1.25 1.22	0.10	The avg. response is Agree
4-9 Years 4-9 Years 20 or more Years Certified, Non-Affiliated, Administration Staff	57.4% 49.7% 62.6% 63.5% 56.9%	60.3% 56.7% 64.2% 61.4% 57.4%	72.0% 67.5% 67.8% 71.8% 69.3%		4.6% 4.1% 1.2% 4.6%	27.9% 28.1% 27.1% 26.1%	62.8% 61.2% 59.3%	5.0% 10.6% 10.1%	28.1% 27.1% 26.1%	61.2	62.8% 5.0% % 10.6% 3% 10.1%	150 101 301	2.72 2.81 3.03	3.00 3.00 3.00	1.25 1.22 1.18 1.60	0.10 0.12 0.09	The avg. response is Agree The avg. response is Agree The avg. response is Agree
1.3 Years 4.9 Years 10-19 Years 20 or more Years	57.4% 49.7% 62.6% 63.5%	60.3% 56.7% 64.2% 61.4% 57.4%	72.0% 67.5% 67.8% 71.8%		4.6% 4.1% 1.2%	27.9% 28.1% 27.1%	62.8% 61.2%	5.0% 10.6%	28.1% 27.1% 26.1%	61.2	62.8% 5.0% % 10.6% 3% 10.1%	150 101	2.72 2.81	3.00 3.00	1.25 1.22 1.18	0.10	The avg. response is Agree The avg. response is Agree
	57.4% 49.7% 62.6% 63.5% 56.9% 57.2%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8%		4.6% 4.1% 1.2% 4.6% 2.2%	27.9% 28.1% 27.1% 26.1% 25.0%	62.8% 61.2% 59.3% 59.8%	5.0% 10.6% 10.1% 13.0%	28.1% 27.1% 26.1% 25.0%	61.2	62.8% 3.0% % 10.8% 3% 10.1% 13.0%	150 101 301 680	2.72 2.81 3.03 2.79	3.00 3.00 3.00 3.00	1.25 1.22 1.18 1.60 1.15	0.10 0.12 0.09 0.04	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree
4.9 Years 4.9 Years 10.19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff 19 Administrators involve staff in decision-making. All Respondents Person of Color	57.4% 49.7% 62.6% 63.5% 56.9%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6% 65.1% 64.1%	72.0% 67.5% 67.8% 69.3% 72.8% 72.8% 72.2% 74.4%		4.6% 4.1% 1.2% 4.6% 2.2% 7.9% 2.3%	27.9% 28.1% 27.1% 26.1% 25.0% 19.9% 23.3%	62.8% 61.2% 59.3% 59.8% 50.4% 51.2%	5.0% 10.6% 10.1% 13.0% 21.8% 23.3%	28.1% 27.1% 26.1% 25.0%	61.2 59. 59.8% 50.8% 50.4% 51.2%	62.8% 5.0% % 10.6% 3% 10.0% 13.0% 21.8% 23.3%	150 101 301 680 881 50	2.72 2.81 3.03 2.79 2.88 3.00	3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.25 1.22 1.18 1.60 1.15 0.87 1.24	0.10 0.12 0.09 0.04 0.03 0.18	The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff 4dministrators involve staff in decision-making. Admension Color Person of Color LGBTQ Staff	57.4% 49.7% 62.6% 63.5% 56.9% 57.2% 59.3%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6% 65.1%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 72.8%		4.6% 4.1% 1.2% 4.6% 2.2% 7.9% 2.3% 19.6%	27.9% 28.1% 27.1% 26.1% 25.0% 19.9% 23.3% 26.1%	62.8% 61.2% 59.3% 59.8% 50.4% 51.2% 39.1%	5.0% 10.6% 10.1% 13.0% 21.8% 23.3% 15.2%	28.1% 27.1% 26.1% 25.0% 7.9% 19.9%	61.2 59. 59.8%	62.8% 5.0% % 10.6% 3% 10.1% 13.0% 21.8%	150 101 301 680 881 50 51	2.72 2.81 3.03 2.79 2.88 3.00 2.50	3.00 3.00 3.00 3.00 3.00 3.00 3.00 2.00	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20	0.10 0.12 0.09 0.04 0.03 0.18 0.17	The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 220 or more Years Certified, Non-Affiliated, Administrators Taff Hourly Staff Administrators involve staff in decision-making. Administrators involve staff in decision-making. Person of Color Person of Color Formale Male Male	57.4% 49.7% 62.6% 63.5% 56.9% 57.2% 59.3% 50.0%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6% 65.1% 64.1% 60.5% 64.4% 69.5%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 72.8% 74.4% 54.3% 71.9%		4.6% 4.1% 1.2% 4.6% 2.2% 2.3% 19.6% 7.1% 6.8%	27.9% 28.1% 27.1% 26.1% 25.0% 19.9% 23.3% 26.1% 21.0% 16.0%	62.8% 61.2% 59.3% 59.8% 50.4% 51.2% 39.1% 50.2% 54.9%	5.0% 10.6% 10.1% 13.0% 21.8% 23.3% 15.2% 21.7% 22.2%	28.1% 27.1% 26.1% 25.0% 23.3% 23.3% 19.6% 7.1% 21.0%	61.2 59.8% 59.8% 50.4% 51.2% 50.2% 50.2% 54.9%	82.9% 5.0% N 13.5% 13.5% 22.6% 23.3% 38.1% 23.2% 22.7%	150 101 301 680 881 50 51 759 179	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89 2.94	3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 3	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.20 1.15	0.10 0.12 0.09 0.04 0.03 0.18 0.17 0.04 0.09	The avg. response is Agree The avg. response is Agree
4-9 Years 4-9 Years 10-39 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff 19 Administrators involve staff in decision-making. 19 Administrators involve staff in decision-making. 19 Certified, Non-Affiliated, Administration Staff Hourly Staff 19 Certified, Non-Affiliated, Administration Staff Hourly Staff 19 Certified, Non-Affiliated, Administration Staff Hourly Staff 19 Certified, Non-Affiliated, Administration Staff 10 Certified, Non-Affiliated, Administration Staff 10 Certified, Non-Affiliated, Administration Staff 10 Certified, Non-Affiliated, Administration Staff 10 Certified, Non-Affiliated, Staff 10	57.4% 49.7% 62.6% 63.5% 56.9% 57.2% 59.3%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6% 65.1% 64.1% 60.5% 63.5% 68.8%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 72.8% 74.4% 54.3% 71.9%		4.6% 4.1% 1.2% 4.6% 2.2% 7.9% 2.3% 19.6% 7.1%	27.9% 28.1% 27.1% 26.1% 25.0% 19.9% 23.3% 26.1% 21.0%	62.8% 61.2% 59.3% 59.8% 50.4% 51.2% 39.1% 50.2%	5.0% 10.6% 10.1% 13.0% 21.8% 23.3% 15.2% 21.7%	28.1% 27.1% 26.1% 25.0% 2.5.0% 2.5.0% 2.3.% 19.6% 7.1% 21.0% 6.8% 15.0% 8.5% 21.4%	61.2 59.8% 50.4% 51.2% 28.1% 50.2% 51.2% 54.9% 49.2%	62.9% 5.0% % 10.6% 3% 10.3% 13.0% 21.8% 23.1% 39.1% 15.2% 23.7%	150 101 301 680 881 50 51 759	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89	3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.20	0.10 0.12 0.09 0.04 0.03 0.18 0.17 0.04	The avg, response is Agree The avg, response is Agree
	57.4% 49.7% 62.6% 63.5% 56.9% 57.2% 59.3% 50.0% 56.4% 57.5% 57.5%	60.3% 56.7% 64.2% 61.4% 70.6% 64.1% 64.1% 60.5% 64.4% 69.5% 68.8% 68.8% 62.2%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 72.8% 74.4% 54.3% 71.9% 77.9% 70.1% 70.1% 70.2%		4.6% 4.1% 4.6% 2.2% 7.9% 2.3% 19.6% 7.1% 6.8% 8.5% 8.5% 10.2%	27.9% 28.1% 27.1% 26.1% 25.0% 23.3% 26.1% 21.0% 16.0% 21.4% 22.4% 19.4%	62.8% 61.2% 59.3% 59.8% 51.2% 39.1% 50.2% 54.9% 54.9% 49.2% 46.4% 53.7%	5.0% 10.6% 10.1% 13.0% 21.8% 23.3% 15.2% 21.2% 22.2% 20.9% 23.8% 16.7%	20.1% 27.1% 25.5% 25.5% 23.5% 23.5% 23.3% 23.3% 23.3% 23.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 24.5% 25% 25% 25% 25% 25% 25% 25% 25% 25% 2	612 632 593 594 594 512% 512% 512% 543% 543% 492% 492% 492% 492% 492% 512%	22.8% 20.% 3% 20.5% 3% 21.5% 22.3% 22.3% 22.3% 22.9% 22.9% 22.9% 22.9% 23.9%	150 101 301 680 50 51 759 179 438 490 240	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89 2.94 2.84 2.84 2.89 2.78	3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 3	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.20 1.20 1.20 1.15 1.26 1.28 1.16	0.10 0.12 0.09 0.04 0.03 0.18 0.17 0.04 0.09 0.06 0.06 0.06 0.07	The avg. response is Agree The avg. response is Agree
4.9 Years 4.9 Years 10.1 21 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff 19 Administrators Involve staff in decision-making. All Respondents Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1.3 Years	57.4% 49.7% 62.6% 56.9% 57.2% 59.3% 50.0% 50.0% 57.5% 56.4%	60.3% 56.7% 64.2% 61.4% 57.0% 64.1% 64.1% 64.1% 63.5% 64.4% 69.5% 68.8% 66.3%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 74.4% 74.4% 74.4% 71.9% 71.9% 71.9%		4.6% 4.1% 1.2% 2.2% 7.9% 2.3% 19.6% 7.1% 6.8% 8.5% 7.4%	27.9% 28.1% 27.1% 26.1% 25.0% 19.9% 23.3% 26.1% 21.0% 21.0% 21.4% 22.4%	62.8% 61.2% 59.3% 59.8% 51.2% 51.2% 39.1% 50.2% 54.9% 49.2% 46.4%	5.0% 10.6% 10.1% 13.0% 23.3% 23.3% 15.2% 21.7% 22.2% 20.9% 23.8%	23.1% 27.1% 25.1% 25.0% 25.0% 23.3% 23.3% 23.3% 23.3% 23.5% 23.3% 23.5% 23.5% 23.5% 23.4% 24.4% 24.4% 24.4%	612 69. 59.4% 50.4% 51.2% 26.1% 50.2% 54.5% 49.2%	2295 200 % 10265 554 10256 22356 22356 22356 22356 22396 22395	150 101 301 680 881 50 51 759 179 438 490	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89 2.94 2.84 2.89	3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 3	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.20 1.20 1.15 1.26 1.28	0.10 0.12 0.09 0.04 0.03 0.18 0.17 0.04 0.09 0.06 0.06	The avg, response is Agree The avg, response is Agree
degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator, etc.) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant Educator) degree of the services (SPED, ELL, TAG, Migrant E	57.4% 49.7% 62.6% 63.5% 57.2% 57.2% 59.3% 50.0% 57.5% 56.4% 57.0% 64.7% 64.5%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6% 64.1% 64.1% 60.5% 64.4% 63.5% 62.2% 66.3% 62.5% 64.5%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 74.4% 54.3% 71.9% 77.2% 70.1% 70.2% 70.2% 70.4% 70.2% 70.4% 70.3% 73.9%		4.6% 4.1% 4.6% 2.2% 7.9% 7.9% 6.8% 8.5% 7.4% 10.2% 6.1% 8.0%	27.9% 28.1% 27.1% 26.1% 25.0% 25.0% 23.3% 26.1% 21.4% 22.4% 19.4% 14.5% 18.2%	62.8% 61.2% 59.3% 59.8% 51.2% 39.1% 50.2% 54.9% 49.2% 46.4% 53.7% 55.6% 49.5%	5.0% 10.6% 10.1% 13.0% 23.3% 23.3% 23.3% 23.3% 23.3% 23.3% 24.6% 20.2% 20.2% 20.2% 24.4%	23.5% 22.5% 25.5% 25.5% 25.5% 23.5% 23.5% 23.5% 23.5% 23.5% 24.5%	612 59. 59. 59.4% 51.5% 28.1% 54.5% 44.5% 53.6% 53.6% 43.5%	22.8% 0.0% 3% 0.0.5% 22.3% 22.3% 22.3% 22.7% 22.7% 22.7% 22.7% 22.7% 22.7% 22.6% 24.6%	150 101 301 680 50 51 759 179 438 490 240 150 101 301	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89 2.89 2.84 2.89 2.78 2.99 2.79 2.90 2.79	3.00 3.00 3.00 3.00 3.00 2.00 3.00 3.00	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.15 1.20 1.15 1.20 1.15 1.28 1.16 1.11 0.88 1.36	0.10 0.12 0.09 0.04 0.03 0.18 0.17 0.04 0.06 0.06 0.06 0.06 0.07 0.09 0.08	The avg. response is Agree The avg. response is Agree
	57.4% 49.7% 62.6% 63.5% 56.9% 57.2% 59.3% 50.0% 57.5% 56.4% 57.0% 56.4% 64.7% 64.5%	60.3% 56.7% 64.2% 70.6% 65.1% 64.1% 64.1% 64.1% 60.5% 64.4% 69.5% 66.3% 66.3% 62.2% 66.3% 65.7% 64.5% 67.2%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 74.4% 54.3% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.8% 71.8% 71.8% 71.8%		4.6% 4.1% 1.2% 4.6% 2.2% 7.9% 2.3% 19.6% 7.3% 6.6% 7.2% 6.8% 8.6% 7.2% 6.9% 7.7%	27.9% 28.1% 27.1% 26.1% 25.0% 23.3% 26.1% 23.3% 26.1% 21.4% 21.4% 21.4% 18.2% 18.2% 24.8%	62.8% 61.2% 59.3% 59.3% 51.2% 39.1% 50.2% 54.9% 49.2% 46.4% 53.6% 53.6% 53.6% 53.0%	5.0% 10.6% 10.1% 13.0% 21.8% 23.3% 15.2% 21.7% 22.2% 20.9% 22.2% 20.9% 24.6% 20.2% 24.4% 14.5%	23.5% 22.5% 25.5% 25.5% 25.5% 23.5% 23.5% 23.5% 23.5% 23.5% 24.5%	612 59. 59. 59.4% 51.5% 28.1% 54.5% 44.5% 53.6% 53.6% 43.5%	22.8% 0.0% % 0.0% 3% 21.0% 22.3% 23.5% 22.7% 22.7% 22.7% 22.7% 22.7% 22.7% 22.7% 22.6% 22.6% 24.6%	150 101 301 680 50 51 759 179 438 490 240 150 101	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89 2.94 2.84 2.89 2.78 2.99 2.99 2.99 2.99 2.99 2.99	3.00 3.00 3.00 3.00 3.00 2.00 3.00 3.00	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.20 1.20 1.20 1.26 1.28 1.16 1.28 1.11 0.88 1.36 1.08	0.10 0.12 0.09 0.04 0.03 0.17 0.17 0.04 0.09 0.06 0.06 0.07 0.09 0.09 0.09 0.08 0.04	The avg. response is Agree The avg. response is Agree
d d	57.4% 49.7% 62.6% 63.5% 56.9% 57.2% 59.3% 50.0% 57.5% 56.4% 57.0% 56.4% 64.7% 64.5%	60.3% 56.7% 64.2% 61.4% 57.4% 70.6% 64.1% 64.1% 60.5% 64.4% 63.5% 62.2% 66.3% 62.5% 64.5%	72.0% 67.5% 67.8% 71.8% 69.3% 72.8% 74.4% 54.3% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.9% 71.8% 71.8% 71.8% 71.8%	Spark Line (not to scale)	4.6% 4.1% 4.6% 2.2% 7.9% 7.9% 6.8% 8.5% 7.4% 10.2% 6.1% 8.0%	27.9% 28.1% 27.1% 26.1% 25.0% 23.3% 26.1% 23.3% 26.1% 21.4% 21.4% 21.4% 18.2% 18.2% 24.8%	62.8% 61.2% 59.3% 59.3% 51.2% 39.1% 50.2% 54.9% 49.2% 46.4% 53.6% 53.6% 53.6% 53.0%	5.0% 10.6% 10.1% 13.0% 23.3% 23.3% 23.3% 23.3% 23.3% 23.3% 24.6% 20.2% 20.2% 20.2% 24.4%	23.5% 22.5% 25.5% 25.5% 25.5% 23.5% 23.5% 23.5% 23.5% 23.5% 24.5%	612 59. 59. 59.4% 51.5% 28.1% 54.5% 44.5% 53.6% 53.6% 43.5%	22.8% 0.0% 3% 0.0.5% 22.3% 22.3% 22.3% 22.7% 22.7% 22.7% 22.7% 22.7% 22.7% 22.6% 24.6%	150 101 301 680 50 51 759 179 438 490 240 150 101 301	2.72 2.81 3.03 2.79 2.88 3.00 2.50 2.89 2.94 2.84 2.89 2.78 2.99 2.99 2.99 2.99 2.99 2.99	3.00 3.00	1.25 1.22 1.18 1.60 1.15 0.87 1.24 1.20 1.20 1.20 1.20 1.24 1.20 1.26 1.28 1.26 1.28 1.16 1.11 1.11 0.88 1.36 1.08 1.36 1.08 1.36 1.08 1.36 1.08 1.15 1.24 1.24 1.24 1.24 1.24 1.24 1.24 1.24	0.10 0.12 0.09 0.04 0.03 0.18 0.18 0.17 0.04 0.09 0.06 0.07 0.09 0.04 0.18 0.18 0.09 0.09 0.04 0.09 0.09 0.04 0.09 0.09 0.04 0.09 0.04 0.09 0.09 0.09 0.04 0.09 0.09 0.06 0.09 0.06 0.09 0.06 0.06 0.09 0.06 0.06 0.09 0.06 0.09 0.06 0.09 0.09 0.09 0.09 0.09 0.09 0.09 0.09 0.09 0.08 0.09 0.09 0.08 0.09 0.08 0.09 0.08 0.09 0.08 0.09 0.08 0.08 0.09 0.08 0.08 0.09 0.08 0.08 0.09 0.08 0.08 0.09 0.08 0.08 0.08 0.09 0.08 0.08 0.08 0.08 0.09 0.08 0.08 0.08 0.08 0.08 0.09 0.08 0.09 0.08 0.88 0.88 0.88 0.88 0.88 0	The avg. response is Agree The avg. response is Agree

ctivities. All Respondents	69.9% 74.4% 78	2%	2.4%	19.3%	62.1%	16.1%	19.3%	62.1% 16.1%	829	3.05	3.00	0.82	0.03	The avg. response is Agree
Person of Color	66.7% 80.5% 90	0%	0.0%	10.0%	75.0%	15.0%	10.0% 75.0%		50	3.19	3.00	1.29	0.18	The avg. response is Agree
LGBTQ Staff Female	88.2% 66		2.2%		62.2% 61.2%	4.4% 15.5%	31.1%	62.2% 4.4% 61.2% 15.5%	51 759	2.74 3.04	3.00	1.05	0.15	The avg. response is Agree
Male	80.7% 83		1.4%	15.6%	63.1%	19.9%	15.6% 63.1		179	3.04	3.00	1.32	0.05	The avg. response is Agree The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	66.8% 76.1% 80		2.3%	17.1%	64.3%	16.2%	17.1% 64	4.3% 16.2%	438	3.07	3.00	1.35	0.06	The avg. response is Agree
1-3 Years	71.9% 76.6% 80		2.2%	16.9%	61.6%	19.3%		6% 19.3%	490	3.15	3.00	1.44	0.07	The avg. response is Agree
4-9 Years 10-19 Years	64.9% 73.5% 76 65.0% 77.3% 73		3.0%	20.6%	63.3% 61.4%	13.1% 11.8%	20.6%	63.3% 13.1% 61.4% 11.8%	240 150	2.97	3.00	1.24	0.08	The avg. response is Agree The avg. response is Agree
20 or more Years	80.2% 65.6% 78	~ ~	1.2%	20.5%	62.7%	15.7%	20.5%	62.7% 15.7%	101	2.98	3.00	1.27	0.13	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	68.7% 72.1% 76		2.4%		60.1%	16.1%		60.1% 16.1%	301	3.21	3.00	1.60	0.09	The avg. response is Agree
Hourly Staff	71.8% 82.2% 84	3%	2.5%	13.2%	68.0%	16.2%	13.2% 68.	0% 16.2%	680	3.00	3.00	1.19	0.05	The avg. response is Agree
nts are encouraged to get involved in extra-curricular activities. All Respondents	89.5% 91.6% 92	1%	1.2%	6.7%	57.6%	34.5%	6.7% 57.6%	34.5%	897	3.39	3.00	0.77	0.03	The avg. response is Strongly A
Person of Color	85.0% 89.7% 97		0.0%		69.0%	28.6%	2.4% 69.0%	28.6%	50	3.48	3.00	1.00	0.14	The avg. response is Strongly.
LGBTQ Staff	88.2% 89		0.0%	10.9%	60.9%	28.3%	10.9% 60.9%	28.3%	51	3.29	3.00	0.97	0.14	The avg. response is Strongly
Female Male	90.8% 92 95.5% 93		1.4%	6.5% 6.4%	59.6% 49.0%	32.5% 44.6%	6.5% 59.6% 6.4% 49.0%	32.5%	759 179	3.39 3.45	3.00	1.20	0.04	The avg. response is Strongly The avg. response is Strongly
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	86.6% 88.9% 90		1.4%	7.9%	57.2%	33.5%	7.9% 57.2%	33.5%	438	3.36	3.00	1.23	0.06	The avg. response is Strongly
1-3 Years	87.8% 90.8% 91		1.0%	7.5%	56.0%	35.5%	7.5% 56.0%	35.5%	490	3.42	3.00	1.27	0.06	The avg. response is Strongly
4-9 Years 10-19 Years	88.7% 89.6% 93 89.6% 95.5% 90		2.9%	3.9%	60.9% 54.3%	32.4% 36.4%	8.9% 60.9% 9.3% 54.3%	32.4%	240 150	3.34	3.00	1.17	0.08	The avg. response is Strongly
20 or more Years	95,4% 94,3% 94	~	0.0%	9.3% 5.6%	62.2%	36.4%	5.6% 62.2%	32.2%	101	3.44	3.00	1.06	0.09	The avg. response is Strongly The avg. response is Strongly
Certified, Non-Affiliated, Administration Staff	89.4% 91.2% 92	1%	1.3%	6.6%	55.4%	36.7%	6.6% 55.4%	36.7%	301	3.39	3.00	1.48	0.09	The avg. response is Strongly
Hourty Staff	90.0% 93.0% 92	3%	0.9%	6.8%	63.8%	28.5%	6.8% 63.8%	28.5%	680	3.39	3.00	1.02	0.04	The avg. response is Strongly
AL SAFETY	2021-22 2022-23 2023-			Disagree A		trongly						tandard Sta		Interpretation of the M
like I belong at my school or building.		(not to scale)	Disagree			Agree	8 AV			(Scale: 1-4) (So			Error	
All Respondents Person of Color	84.8% 86.6% 87 79.2% 80.9% 87		4.4% 6.4%	8.0% 6.4%	46.5% 46.8%	41.1% 40.4%	8.0% 46.5% 6.4% 46.8%	41.1% 40.4%	954	3.25 3.21	3.00 3.00	0.78 1.12	0.03	The avg. response is Ag
LGBTO Staff	79.2% 80.9% 87 71.1% 82		6.4%	10.0%	46.8%	40.4%	8.0% 10.0% 52.0%	30.0%	50	3.21	3.00	0.95	0.16	The avg. response is Agr The avg. response is Agr
Female	85.8% 87		4.6%	7.7%	48.2%	39.5%	7.7% 48.2%	39.5%	759	3.23	3.00	0.92	0.03	The avg. response is Ag
Male	88.1% 89		2.3%	8.0%	37.4%	52.3%	8.0% 37.4%	52.3%	179	3.41	4.00	0.89	0.07	The avg. response is Strongly
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	85.0% 84.5% 87 84.8% 86.5% 86		4.2%	8.2%	48.1%	39.5% 39.3%	8.2% 48.1% 8.0% 47.5%	39.5% 39.3%	438	3.23 3.21	3.00	0.90	0.04	The avg. response is Ag
1-3 tears 4-9 Years	82.8% 88.8% 86		5.3%	8.0%	47.5%	39.3%	8.9% 50.4%	35.6%	240	3.21	3.00	0.95	0.04	The avg. response is Agr The avg. response is Agr
10-19 Years	85.6% 86.4% 92	· · · · · · · · · · · · · · · · · · ·	2.8%		39.3%	53.1%	4.8% 39.3%	53.1%	150	3.43	4.00	0.94	0.08	The avg. response is Strongly
20 or more Years	87.6% 82.9% 88		1.1%	10.5%	43.2%	45.3%	10.5% 43.2%	45.3%	101	3.33	3.00	1.05	0.10	The avg. response is Strongly
Certified, Non-Affiliated, Administration Staff Hourly Staff	83.3% 86.0% 87 87.4% 88.0% 88		4.4%	8.2%	45.8% 48.1%	41.6% 39.9%	8.2% 45.8% 7.6% 48.1%	41.6%	301 680	3.24 3.25	3.00	0.95	0.05	The avg. response is Agr
	67.470 66.070 66	0%	4.370	7.0%	40.170	39.9%			080	3.23	3.00	0.93	0.04	The avg. response is Agr
satisfied with the recognition I get for doing a good job. All Respondents	64.8% 68.9% 71	6%	7.8%	20.6%	43.3%	28.3%	7.8% 20.6% 43.	3% 28.3%	960	2.93	3.00	0.90	0.03	The avg. response is Agr
Person of Color		5%	6.4%		36.2%	38.3%	6.4% 19.1% 36.2%	38.3%	50	3.10	3.00	1.12	0.16	The avg. response is Agr
LGBTQ Staff	47.4% 55		14.3%	30.6%	34.7%	20.4%	14.3% 30.6% 7.6% 21.4% 44	34.7% 20.4% 4.0% 27.1%	51	2.61	3.00	1.08	0.15	The avg. response is Agr
Female Male	66.4% 71 77.1% 77		7.6%	21.4% 17.0%	44.0% 42.6%	27.1% 35.2%	17.0% 42.6%	35.2%	759 179	2.92	3.00	0.98	0.04	The avg. response is Agr
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	61.2% 68.3% 70		7.0%		42.0%	26.0%		4.7% 26.0%	438	2.91	3.00	0.92	0.07	The avg. response is Agr The avg. response is Agr
1-3 Years	63.6% 73.0% 72	1%	8.0%	19.9%	42.1%	30.0%	8.0% 19.9% 42.1		490	2.95	3.00	1.00	0.05	The avg. response is Agr
4-9 Years	62.3% 64.0% 68		9.0%		45.5%	22.7%	9.0% 22.7% 6.9% 19.3% 40.7%	45.5% 22.7% 33.1%	240	2.84	3.00	0.98	0.06	The avg. response is Agr
10-19 Years 20 or more Years	67.2% 64.7% 73 70.1% 69.8% 73		6.9% 5.1%	19.3% 21.2%	40.7%	33.1% 26.3%	21.2% 47.		150	3.01	3.00	0.92	0.08	The avg. response is Agr The avg. response is Agr
Certified, Non-Affiliated, Administration Staff	63.1% 67.8% 71		7.7%		42.3%	29.1%	7.7% 20.9% 42.3	3% 29.1%	301	2.93	3.00	1.03	0.06	The avg. response is Agr
Hourty Staff	66.1% 71.6% 71	9%	8.0%	20.1%	45.5%	26.4%	8.0% 20.1% 45	26.4%	680	2.94	3.00	0.97	0.04	The avg. response is Agr
comfortable discussing questions, worries, and/or frustrations with my supervisor or Principal.	1													
All Respondents	74.1% 74.7% 80		7.8%		37.5%	42.8%	7.8% 12.0% 37.5%	42.8%	967	3.16	3.00	0.92	0.03	The avg. response is Ag
Person of Color		6%	6.4%		25.5%	51.1%	6.4% 17.0% 25.5% 18.0% 18.0% 3	51.1%	50	3.21	3.00	1.20	0.17	The avg. response is Ag
LGBTQ Staff Female	73.7% 64		18.0% 8.3%	18.0% 11.4%	32.0% 38.2%	32.0% 42.1%	8.3% 11.4% 38.2%	42.1%	51 759	2.78 3.15	3.00	1.15	0.16	The avg. response is Ag The avg. response is Ag
Male	82.9% 86		2.9%		35.1%	51.1%	10.9% 35.1%	51.1%	179	3.37	4.00	0.88	0.04	The avg. response is Strong
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	72.2% 76.1% 78		8.6%	13.1%	38.7%	39.6%	8.6% 13.1% 38.7%	39.6%	438	3.10	3.00	1.01	0.05	The avg. response is Ag
1-3 Years 4-9 Years	76.2% 79.4% 81 68.5% 69.0% 77		6.5%	11.9%	38.7% 39.0%	42.9% 38.1%	6.5% 11.9% 38.7% 9.7% 13.1% 39.0%	42.9%	490 240	3.20 3.06	3.00	0.97	0.04	The avg. response is Agr The avg. response is Agr
4-9 teals 10-19 Years	75.8% 73.5% 81		8.8%	10.2%	33.3%	47.6%	8.8% 10.2% 33.3%	47.6%	150	3.00	3.00	1.01	0.07	The avg. response is Agr
20 or more Years	76.6% 71.7% 80		8.0%		34.0%	46.0%	8.0% 12.0% 34.0%	46.0%	101	3.18	3.00	0.98	0.10	The avg. response is Ag
Certified, Non-Affiliated, Administration Staff	73.3% 74.0% 79	-	8.5%		33.3%	46.0%	8.5% 12.1% 33.3% 6.2% 11.6% 46.9%	46.0%	301 680	3.13	3.00	0.95	0.06	The avg. response is Ag
Hourly Staff	73.5% 76.9% 82	270	6.2%	11.6%	46.9%	35.3%	46.9%	35.3%	080	3.18	3.00	1.01	0.04	The avg. response is Ag
chool or building inspires me to do the very best at my job. All Respondents	76.1% 80.5% 84	5%	3.2%	12.2%	46.2%	38.3%	12.2% 46.2%	38.3%	961	3.20	3.00	0.78	0.03	The avg. response is Ag
Person of Color LGBTQ Staff	82.6% 78.7% 88 74.4% 74		4.0% 5.9%	8.0% 19.6%	42.0% 49.0%	46.0% 25.5%	8.0% 42.0% 19.6% 49.	46.0%	50 51	3.30 2.94	3.00 3.00	0.79	0.11 0.12	The avg. response is Strong The avg. response is Ag
Female	80.8% 85		3.2%	19.6%	49.0%	25.5%	11.7% 46.4%	38.7%	759	3.21	3.00	0.83	0.12	The avg. response is Ag The avg. response is Ag
Male	79.7% 86	2%	1.7%	12.1%	46.0%	40.2%	12.1% 46.0%	40.2%	179	3.25	3.00	0.90	0.07	The avg. response is Ag
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	74.1% 79.8% 85		3.1%		47.7%	37.8%	11.5% 47.7% 11.5% 46.0%	37.8% 39.4%	438	3.21	3.00	0.90	0.04	The avg. response is Ag
1-3 Years 4-9 Years	75.8% 83.5% 85 75.8% 78.8% 83		3.1%	11.5%	46.0% 49.4%	39.4% 33.9%	12.9% 49.4%	33.9%	490 240	3.23 3.13	3.00	0.86	0.04	The avg. response is Ag The avg. response is Ag
10-19 Years	75.6% 80.6% 83		3.4%		40.5%	42.6%	13.5% 40.5%	42.6%	150	3.23	3.00	0.86	0.00	The avg. response is Agr
20 or more Years	78.1% 73.6% 85	4%	2.1%	12.5%	47.9%	37.5%	12.5% 47.9%	37.5%	101	3.21	3.00	1.00	0.10	The avg. response is Agr
Certified, Non-Affiliated, Administration Staff Hourly Staff	73.9% 79.1% 83 79.9% 84.1% 86		3.5%		45.2% 48.5%	38.5% 38.0%	12.8% 45.2% 10.8% 48.5%	38.5%	301 680	3.22 3.20	3.00 3.00	0.85	0.05	The avg. response is Agr The avg. response is Agr
e at this school or building care about me as a person.			<u> </u>											
All Respondents	87.0% 88.0% 87		3.1%	9.0%	46.3%	41.6%	9.0% 46.3%	41.6%	935	3.27	3.00	0.75	0.02	The avg. response is Strong
Person of Color	86.4% 87.0% 85		2.0%	12.2%	44.9%	40.8%	12.2% 44.9% 16.3% 51.0%	40.8%	50	3.24	3.00	0.87	0.12	The avg. response is Agr
LGBTQ Staff	85.7% 81 87.4% 87		2.0%		51.0% 46.9%	30.6% 41.0%	9.1% 51.0%	30.6% 41.0%	51 759	3.10 3.26	3.00	0.95	0.13	The avg. response is Agr The avg. response is Strongly
		~	3.0%		40.9%	41.0%	7.6% 40.9%	48.0%	179	3.26	3.00	1.02	0.04	The avg. response is Strongly The avg. response is Strongly
Female Male	90.9% 88													,
Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	85.7% 85.8% 89	7%	2.6%		48.6%	41.1%	7.7% 48.6%	41.1%	438	3.29	3.00	1.00	0.05	The avg. response is Strongly
Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	85.7% 85.8% 89 84.1% 86.1% 87	7% 2%	2.6% 2.8%	10.1%	47.1%	40.0%	10.1% 47.1%	40.0%	490	3.25	3.00	0.99	0.04	The avg. response is Agr
Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	85.7% 85.8% 89	7% 2% 0%	2.6%	10.1% 9.6%										

EDI in the ECASD: 2024 Annual Report | 45

Certified, Non-Affiliated, Administration Staff Hourly Staff	86.8% 89.4% 87.2% 86.9% 84.2% 89.5%	2.5% 10.3% 42.6% 44.6%	301 3.20 3.00 1.01 0.06 The avg. response is Agree 680 3.30 3.00 1.01 0.04 The avg. response is Strongly Agree
ave the skills to manage almost any student behavior problem. All Respondents Person of Color LioBTQ Staff Generation Female Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 10-19 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff	79.7% 80.0% 79.3% 82.6% 85.4% 77.6% 65.8% 66.0% 77.6% 73.7% 88.5% 86.0% 80.8% 62.1% 78.4% 80.8% 62.1% 78.4% 90.9% 62.1% 78.4% 80.6% 66.0% 66.0% 90.9% 60.3% 61.1% 80.6% 86.6% 66.0% 81.6% 81.6% 66.0% 82.1% 80.1% 66.0% 82.1% 80.1% 75.8% 73.4% 73.8% 75.8%	3.1% 17.6% 48.2% 31.0% 31.0% 0.0% 22.4% 40.8% 36.7% 22.4% 40.8% 36.7% 8.0% 24.0% 40.8% 20.0% 24.0% 48.9% 22.0% 1 3.5% 18.4% 49.2% 20.0% 24.0% 44.9% 20.0% 1 3.5% 18.4% 49.2% 20.0% 1.8% 45.4% 43.1% 20.0% 1 3.5% 18.1% 45.9% 32.5% 18.7% 45.3% 22.0% 1 1 1 10.5% 44.1% 43.1% 1 1 1 1 1 1 10.5% 15.0% 45.4% 43.1% 23.1% 1	957 3.12 3.00 0.83 0.03 The avg. response is Agree 50 3.14 3.00 0.88 0.12 The avg. response is Agree 51 2.84 3.00 0.96 0.13 The avg. response is Agree 759 3.09 3.00 0.96 0.03 The avg. response is Agree 179 3.22 3.00 0.83 0.06 The avg. response is Agree 438 3.09 3.00 0.93 0.04 The avg. response is Agree 490 3.07 3.00 0.98 0.04 The avg. response is Agree 150 3.15 3.00 0.85 0.07 The avg. response is Agree 101 3.29 3.00 0.71 0.07 The avg. response is Agree 680 3.14 3.00 0.87 0.03 The avg. response is Agree
gg I feel safe at this school/building. All Respondents Person of Color LGBTQ Staff Female Remale Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 1-3 Years 4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff	86.5% 84.6% 90.3% 87.5% 85.1% 91.8% 70.3% 75.5% 86.0% 90.1% 86.0% 90.1% 86.6% 89.8% 84.4% 85.6% 89.8% 84.3% 89.9% 89.3% 86.3% 91.9% 85.7% 83.3% 91.9% 86.5% 89.8% 83.4% 90.3% 86.5% 82.4% 90.1% 84.4% 84.5% 83.4% 91.9% 84.4% 84.5% 83.4% 91.9% 84.9% 84.5% 90.4% 90.6% 90.6%	2.3% 7.5% 49.1% 41.1% 7.5% 49.1% 41.1% 6.1% 2.0% 46.9% 44.9% 50.% 44.9% 44.9% 10.2% 14.3% 51.0% 24.5% 10.2% 53.0% 24.5% 1 2.4% 7.5% 50.1% 40.1% 12% 59.3% 63.5% 24.5% 1 2.4% 7.5% 50.1% 40.2% 59.3% 63.5% 25.4% 25.4% 25.4% 25.4% 25.4% 26.4%	See 3.29 3.00 0.70 0.02 The awg, response is Strongly Agree 50 3.31 3.00 0.92 0.13 The awg, response is Strongly Agree 51 2.90 3.00 1.05 The awg, response is Strongly Agree 759 3.28 3.00 0.79 0.33 The awg, response is Strongly Agree 179 3.45 4.00 0.86 0.06 The awg, response is Strongly Agree 438 3.26 3.00 0.78 0.44 The awg, response is Strongly Agree 490 3.30 3.00 0.79 0.04 The awg, response is Strongly Agree 240 3.24 3.00 0.79 0.06 The awg, response is Strongly Agree 150 3.36 3.00 0.79 0.06 The awg, response is Strongly Agree 101 3.28 3.00 0.99 The awg, response is Strongly Agree 301 3.27 3.00 0.79 0.06 The awg, response is Strongly Agree 680 3.30 3.00 0.81
PHYSICAL SAFETY	2021-22 2022-23 2023-24 Spark Line (not to scale)	Strongly Disagree Agree Strongly Disagree Agree	Mean Median Standard Standard Interpretation of the Mean (Scale: 1-4) (Scale: 1-4) Deviation Error
The following types of problems occur at this school/building often; physical conflicts among students. All Respondents Person of Color LiGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff	Beerse Scoreg Uset to Reflect Paulie Repose.scoreg Uset Paulie Repose.score 53.3% 52.3% 51.8% 54.5% 54.5% 54.5% 34.3% 38.6% 47.4% 47.4% 51.2% 50.0% 53.5% 47.4% 49.9% 50.0% 47.8% 51.4% 55.6% 43.4% 51.4% 55.6% 43.4% 51.4% 55.6% 43.4% 51.4% 51.5% 43.4% 51.4% 51.5% 48.9% 57.0% 51.5% 40.6% 51.8% 57.8% 50.8% 51.8%	8.9% 42.8% 37.0% 11.2% 58% 42.8% 37.6% 11.2% 11.4% 43.2% 31.8% 13.6% 13.4% 42.8% 31.8% 13.6% 2.0% 36.7% 46.9% 14.3% 26.7% 44.9% 44.3% 1 9.1% 42.1% 37.1% 11.8% 0.5% 42.3% 37.4% 1.8% 9.7% 46.1% 39.7% 43.5% 32.6% 26.7% 1.8% 9.7% 46.1% 39.7% 35.1% 14.0% 1.2% 1.1% 1.0% 1.2% 32.7% 31.6% 2.6% 1.1% 1.0% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.0% 1.0% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.2% 1.1% 1.1% 1.1% 1.1% 1.1% 1.2% 1.1% 1.1% 1.1% 1.1% 1.1%	903 2.59 2.00 0.91 0.03 The avg. response is Agree 50 2.53 2.00 1.18 0.17 The avg. response is Agree 51 2.73 3.00 0.89 0.13 The avg. response is Agree 759 2.60 2.00 1.14 0.04 The avg. response is Agree 179 2.43 2.00 0.97 0.07 The avg. response is Agree 438 2.61 2.00 1.14 0.05 The avg. response is Agree 240 2.63 2.00 1.17 0.06 The avg. response is Agree 150 2.57 2.00 1.07 0.09 The avg. response is Agree 101 2.41 2.00 1.07 0.09 The avg. response is Agree 301 2.59 2.00 1.23 0.07 The avg. response is Agree 680 2.59 2.00 1.07 0.04 The avg. response is Agree
The following types of problems occur at this school/building often: robbery or theft. The following types of problems occur at this school/building often: robbery or theft. All Respondents Person of Color Person of Color Reade Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator, etc.) Central of the services (SPED, ELL, TAG, Migrant Educator,	Beerse Scoreg Lised to Reflect Paulie Repose.scoreg Description 78.5% 73.6% 60.2% 100.0% 73.5% 70.0% 77.6% 73.5% 70.0% 77.6% 73.6% 82.5% 77.6% 73.6% 81.4% 77.6% 73.6% 81.4% 77.5% 70.6% 70.7% 73.6% 70.7% 79.3% 80.0% 76.7% 73.4% 73.6% 70.7% 79.9% 73.6% 70.7% 79.9% 73.6% 70.4% 89.4% 80.2% 73.6% 70.7% 73.6% 70.7% 79.9% 73.6% 70.4% 89.4% 80.2% 72.0% 78.4% 82.5% 78.4% 84.4%	25.2% 55.0% 16.1% 37.7% 30.0% 52.5% 12.5% 50.8% 12.5% 30.0% 52.5% 12.5% 5.0% 62.0% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.8% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 50.9% 12.5% 13.5% 12.5% 56.1% 12.4% 12.5% 56.1% 12.5% 56.1% 12.4% 12.5% 52.5% 12.5	809 2.06 2.00 0.88 0.03 The avg. response is Disagree 50 1.93 2.00 1.05 0.15 The avg. response is Disagree 51 2.10 2.00 0.86 0.12 The avg. response is Disagree 759 2.05 2.00 0.88 0.07 The avg. response is Disagree 179 2.03 2.00 0.99 0.07 The avg. response is Disagree 438 2.08 2.00 1.16 0.06 The avg. response is Disagree 440 2.03 2.00 1.12 0.05 The avg. response is Disagree 150 2.06 2.01 1.12 0.05 The avg. response is Disagree 160 0.05 The avg. response is Disagree 101 2.10 2.00 1.13 0.07 150 2.06 2.00 1.13 0.11 The avg. response is Disagree 101 2.10 2.00 1.18 0.07 The avg. response is Disagree 680 2.08 2.00
The following types of problems occur at this school/building often: vandalism. The following types of problems occur at this school/building often: vandalism. All Respondents Person of Color Person of Color All Respondents Person of Color All Person of Color All Person All Perso	Beerss Compt Lists In Reflect Patility Representation 50.4% 49.1% 59.9% 52.4% 53.5% 67.4% 52.3% 62.1% 52.3% 52.3% 62.1% 52.5% 52.3% 62.1% 52.5% 52.3% 62.1% 52.3% 52.3% 62.3% 65.9% 52.3% 64.4% 53.9% 52.3% 64.4% 53.9% 52.3% 63.9% 65.6% 37.5% 35.5% 45.1% 48.3% 46.7% 57.7% 56.9% 56.2% 65.1%		889 2.38 2.00 0.97 0.03 The avg. response is Disagree 50 2.15 2.00 1.02 0.14 The avg. response is Disagree 51 2.44 2.00 1.10 1.6 The avg. response is Disagree 759 2.34 2.00 1.16 The avg. response is Disagree 179 2.34 2.00 1.6 0.44 The avg. response is Disagree 438 2.42 2.00 1.20 0.66 The avg. response is Disagree 490 2.27 2.00 1.18 0.05 The avg. response is Disagree 150 2.45 2.00 1.10 0.76 The avg. response is Disagree 150 2.45 2.00 1.10 0.77 The avg. response is Disagree 101 2.60 3.00 1.13 11 The avg. response is Disagree 301 2.31 2.00 1.24 0.07 The avg. response is Disagree 680 2.41 2.00 1.00 0.04 The avg. response
32 The following types of problems occur at this school/building often: student possession of weapons. All Respondents Person of Color LGBTQ Staff 99990 0 99990 1.0870 Q staff 99990 5.000 C color 99990 1.019 Years 99990 20 or more Years 20 or more Years 20 or more Years 99990 Certified, Non-Affiliated, Administration Staff	Reverse Scoring Used to Reflect "Fushine Response" Reverse Scoring Used to Reflect "Fushine 99.5% 85.5% 91.7% 90.5% 91.9% 92.5% 82.5% 91.7% 90.5% 91.9% 92.5% 82.5% 91.6% 85.9% 83.0% 90.16% 88.1% 88.5% 91.6% 85.9% 83.0% 90.0% 88.1% 90.0% 88.1% 93.9% 94.7% 94.2% 95.2% 91.1% 90.1% 80.0% 91.3% 80.0% 90.2% 92.7% 89.0% 92.7% 89.0% 92.7% 80.0% 92.7% 80.0% 91.3% 80.0% 92.7% 80.0% 91.3% 80.0% 92.7% 80.0% 92.7% 80.0% 91.3% 80.0% 91.3% 80.0% 92.7% 80.0% 91.3% 80.0% 91.3% 80.0% 92.7% 80.0% 91.3% 80.0% 91.3% 80.0% 92.7% 80.0% 91.3% 80.0% 91.3% 80.0% 91.3% 80.0% 92.7% 80.0% 92.7% <	47.8% 43.9% 7.1% 1.3% 47.8% 43.9% 7.1% 2.3% 55.0% 37.5% 50.% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 35.0% 1.0% 41.0% 1.7% 43.3% 44.4% 53.0% 1.7% 43.3% 44.8% 10.2% 1.7% 43.3% 44.8% 10.2% 1.7% 43.3% 44.8% 10.2% 1 1.7% 43.3% 44.8% 10.2% 1 1.3% 47.1% 42.9% 6.8% 10.2% 1.7% 43.3% 44.8% 10.2% 1 1.2% 47.1% 42.9% 6.8% 10.2% 1.2% 47.1% 42.9% 6.8% 10.2% 1.2% 43.1% 60.3% 43.3% 43.8% 10.2% 10.0% 44.8% 10.2% 10.0% 44.8% 43.8% 43.8% 43.8% 43.8% 43.8% 43.8% </td <td>826 1.75 2.00 0.94 0.03 The avg. response is Disagree 50 1.55 1.00 0.89 0.13 The avg. response is Disagree 51 1.84 2.00 1.01 0.14 The avg. response is Disagree 759 1.77 1.00 1.09 0.04 The avg. response is Disagree 179 1.58 1.00 0.84 0.06 The avg. response is Disagree 438 1.85 1.00 1.14 0.05 The avg. response is Disagree 490 1.79 1.00 1.00 0.05 The avg. response is Disagree 240 1.76 1.00 1.09 0.07 The avg. response is Disagree 150 1.68 1.00 0.06 The avg. response is Strongly Disagree 101 1.65 1.00 0.96 0.17 The avg. response is Strongly Disagree 101 1.65 1.00 0.96 0.10 The avg. response is Strongly Disagree 680 1.73 1.00 1.02 0.04</td>	826 1.75 2.00 0.94 0.03 The avg. response is Disagree 50 1.55 1.00 0.89 0.13 The avg. response is Disagree 51 1.84 2.00 1.01 0.14 The avg. response is Disagree 759 1.77 1.00 1.09 0.04 The avg. response is Disagree 179 1.58 1.00 0.84 0.06 The avg. response is Disagree 438 1.85 1.00 1.14 0.05 The avg. response is Disagree 490 1.79 1.00 1.00 0.05 The avg. response is Disagree 240 1.76 1.00 1.09 0.07 The avg. response is Disagree 150 1.68 1.00 0.06 The avg. response is Strongly Disagree 101 1.65 1.00 0.96 0.17 The avg. response is Strongly Disagree 101 1.65 1.00 0.96 0.10 The avg. response is Strongly Disagree 680 1.73 1.00 1.02 0.04
33 The following types of problems occur at this school/building often: sexual assault or dating violence All Respondents Person of Color LGBTQ Staff Female	Reverse Scoring Used to Reflect "Positive Response" 91.0% 91.3% 96.2% 100.0% 84.2% 94.7% 91.3% 95.3% 92.3% 91.9% 96.7% 91.9%	55.2% 41.0% 2.2% 1.6% 55.2% 41.0% 60.5% 34.2% 2.6% 00.5% 34.2% 34.2% 48.7% 43.6% 51% 48.7% 43.6% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.6% 1.7% 57.4% 39.3% 1.6% 1.7% 57.4% 39.3% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6% 1.6%<	786 1.73 1.00 1.06 0.04 The avg. response is Strongly Disagree 50 1.81 1.00 1.31 0.19 The avg. response is Disagree 51 1.70 1.05 0.15 The avg. response is Disagree 759 1.74 1.00 1.21 0.04 The avg. response is Strongly Disagree

Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1.3 Years 4.9 Years 10.19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff The following types of problems occur at this school/building often: physical abuse of teachers or 3 staff.	87.6% 95.7% 91.0% 89.8% 96.2% 90.2% 91.7% 95.7% 95.1% 96.9% 97.7% 97.2% 85.1% 96.9% 97.7% 97.2% 83.8% 90.7% 96.2% 93.8% 93.1% 96.1% Prevers Scottig Und to Reterat Trustice	49.6% 46.0% 51.4% 44.8% 56.4% 39.3% 53.4% 43.8% 60.0% 35.7% 45.8% 51.4% 55.7% 40.5% 53.7% 42.4%	3.6% 0.7% 1.6% 2.2% 2.4% 1.9% 2.2% 0.6% 1.7% 2.6% 1.4% 1.4% 2.4% 1.3% 1.5% 2.5%	40.5% 46.0% 51.4% 38.3% 55.4% 43.8% 55.2% 43.8% 60.0% 35.3% 55.7% 40.5% 55.7% 42.8%	% 430 6 240 7% 150 101 301	1.60 1.83 1.72 1.76 1.64 1.89 1.84 1.69	$\begin{array}{cccc} 1.00 & 0.92 \\ 1.00 & 1.25 \\ 1.00 & 1.17 \\ 1.00 & 1.19 \\ 1.00 & 1.11 \\ 1.00 & 1.27 \\ 1.00 & 1.29 \\ 1.00 & 1.12 \\ \end{array}$	0.07 The avg. response is Strongly Disagree 0.06 The avg. response is Strongly Disagree 0.05 The avg. response is Strongly Disagree 0.08 The avg. response is Strongly Disagree 0.09 The avg. response is Strongly Disagree 0.09 The avg. response is Strongly Disagree 0.13 The avg. response is Disagree 0.07 The avg. response is Disagree 0.04 The avg. response is Strongly Disagree
All Respondents Person of Cotor LGB1 (Staff Email Student Services (SPED, ELL, TAG, Migrant Educator, etc.) I-3 Years 4-9 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff The following types of problems occur at this school/building often: student verbal abuse of teachers	69.1% 61.1% 65.2% 90.0% 63.6% 60.0% 58.4% 62.0% 71.6% 71.6% 50.3% 50.3% 61.7% 55.0% 99.3% 73.6% 65.4% 67.1% 60.6% 62.2% 60.5% 76.8% 62.2% 60.5% 66.3% 52.3% 57.9% 66.3% 58.3% 58.3%	$\begin{array}{rrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr$	22.1% 12.8% 20.5% 9.1% 21.7.8% 22.2% 24.0% 13.9% 14.0% 5.7% 22.9% 17.8% 20.4% 12.5% 25.5% 14.7% 25.6% 14.0% 16.9% 7.9% 21.2% 10.9% 24.2% 17.5%	20.0% 40.0% 27.2% 24.3% 57.2% 54.0% 27.4% 52.9% 52.9% 22.4% 36.5% 22.9% 28.0% 32.2% 20.0% 13.0% 40.2% 25.5% 13.6% 41.1% 25.5% 25.5% 45.4%	20.5% 9.1% 50 22.2% ! 51 13.9% 759 14.0% 5.7% 17.8% !	2.30 1.93 2.42 2.35 1.98 2.43 2.24 2.43 2.38 2.13 2.42 2.24	2.00 1.04 1.00 1.15 2.00 1.27 2.00 1.26 2.00 1.26 2.00 1.31 2.00 1.26 2.00 1.21 2.00 1.22 2.00 1.26 2.00 1.22 2.00 1.22 2.00 1.12 2.00 1.31 2.00 1.12 2.00 1.13 2.00 1.17	0.04 The avg. response is Disagree 0.16 The avg. response is Disagree 0.18 The avg. response is Disagree 0.05 The avg. response is Disagree 0.06 The avg. response is Disagree 0.06 The avg. response is Disagree 0.06 The avg. response is Disagree 0.08 The avg. response is Disagree 0.09 The avg. response is Disagree 0.08 The avg. response is Disagree 0.11 The avg. response is Disagree 0.08 The avg. response is Disagree 0.09 The avg. response is Disagree 0.11 The avg. response is Disagree 0.08 The avg. response is Disagree 0.04 The avg. response is Disagree
or staff. All Respondents staff. All Respondents Staff. All Respondents Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1.3 Years 4.4 Years 1.0 J9 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourty Staff	Press Science Used to Reflect Pushle Reported Provide The Science Pushle Reported 37.2% 31.3% 31.5% 36.4% 43.4% 45.7% 30.4% 34.8% 45.7% 30.4% 34.8% 45.7% 30.4% 36.4% 34.9% 37.5% 32.9% 33.6% 35.1% 33.1% 33.6% 35.5% 33.1% 33.6% 35.5% 33.1% 35.5% 35.7% 30.9% 35.5% 35.7% 30.9% 35.5% 35.7% 30.9% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1% 35.5% 30.9% 34.1%	23.9% 21.7% 6.1% 28.6% 10.3% 23.6% 6.0% 28.1% 7.9% 20.7% 11.3% 22.4% 9.1% 22.4% 9.1% 24.5% 3.3% 35.2% 8.7% 25.4%	38.1% 28.3% 41.3% 13.0% 22.4% 42.9% 37.3% 28.8% 38.5% 32.9% 37.6% 28.6% 37.6% 28.5% 36.4% 30.1% 37.6% 28.3% 37.6% 28.3%	0 2% 24.3% 21.7% 41.3% 23.9% 22.7% 41.3% 41.3% 0.5% 22.6% 37.3% 41.3% 0.5% 23.4% 41.3% 41.3% 0.9% 23.5% 41.3% 41.3% 1.3% 22.4% 23.6% 32.4% 2.5% 22.4% 23.6% 32.4% 35% 22.4% 23.4% 43.7% 35% 23.4% 32.4% 43.7% 35% 32.4% 32.4% 43.7% 35% 32.5% 32.6% 32.6% 35.5% 32.6% 32.6% 43.6% 35.5% 32.6% 32.6% 43.6%	28.3% 910 13.0% 50 28.8% 759 28.8% 179 28.6% 1 28.6% 28.6% 28.6% 430 28.6% 240 28.5% 240 28.5% 101 24.3% 301 28.5% 680	2.91 2.43 3.02 2.90 2.84 3.01 2.89 2.97 2.89 2.87 2.94 2.89	3.00 0.98 2.50 1.17 3.00 1.14 3.00 1.12 3.00 1.10 3.00 1.24 3.00 1.22 3.00 1.24 3.00 1.22 3.00 1.23 3.00 1.24 3.00 1.12 3.00 1.12 3.00 1.12 3.00 1.14	0.03 The avg. response is Agree 0.17 The avg. response is Agree 0.16 The avg. response is Agree 0.04 The avg. response is Agree 0.06 The avg. response is Agree 0.08 The avg. response is Agree 0.09 The avg. response is Agree 0.09 The avg. response is Agree 0.11 The avg. response is Agree 0.08 The avg. response is Agree 0.09 The avg. response is Agree 0.11 The avg. response is Agree 0.08 The avg. response is Agree
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39 Staff at this school/building always stop builtying when they see it. All Respondents Person of Color Person of Color Image: Color of Color Color of Color Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Male Image: Color of Color 1-3 Years 4-4 Years 4-4 Years Image: Color of Color 10-19 Years Certified, Non-Affiliated, Administration Staff Hourly Staff	83.2% 82.3% 86.1% 85.7% 77.8% 77.6% 75.7% 77.6% 81.6% 87.4% 83.0% 84.0% 83.1% 81.6% 82.1% 81.6% 83.1% 81.6% 82.7% 75.7% 75.7% 75.7% 83.1% 82.7% 79.1% 67.5% 84.3% 79.8% 82.3% 84.3% 82.8% 84.3% 82.8% 84.3%	$\begin{array}{c} 4.4\% & 17.8\% \\ 0.0\% & 22.4\% \\ 1.4\% & 11.2\% \\ 2.7\% & 13.3\% \\ 1.8\% & 11.0\% \\ 1.0\% \\ 1.0\% & 11.0\% \\ 3.0\% & 14.4\% \\ 2.2\% & 15.9\% \\ 2.3\% & 5.7\% \\ 1.5\% & 12.6\% \\ \end{array}$	58.5% 27.6% 46.7% 31.1% 55.1% 22.4% 58.3% 29.1% 60.7% 23.3% 60.7% 23.3% 55.1% 28.5% 57.9% 24.8% 55.1% 26.8% 60.9% 31.0% 55.2% 26.7% 56.8% 29.9%	12.1% 58.5% 17.2% 46.7% 22.4% 55.1% 11.2% 58.3% 11.2% 60.7% 11.6% 60.2% 11.6% 50.5% 11.4% 57.5% 55.% 60.5% 12.2% 53.1% 57% 60.5% 12.2% 52.5% 12.2% 52.5% 10.3% 56.2%	22.8% 837 31.1% 1 50 22.4% 1 51 20.1% 759 759 22.3% 179 22.8% 24.8% 240 24.8% 24.8% 150 31.0% 28.7% 301 28.9%	3.12 3.04 3.00 3.15 3.05 3.12 3.16 3.04 3.07 3.21 3.14 3.11	3.00 0.67 3.00 1.21 3.00 0.89 3.00 1.26 3.00 1.23 3.00 1.24 3.00 1.21 3.00 1.21 3.00 1.21 3.00 1.23 3.00 1.29 3.00 1.29 3.00 1.08 3.00 1.27 3.00 1.20	0.02 The avg. response is Agree 0.17 The avg. response is Agree 0.12 The avg. response is Agree 0.05 The avg. response is Agree 0.10 The avg. response is Agree 0.06 The avg. response is Agree 0.06 The avg. response is Agree 0.06 The avg. response is Agree 0.08 The avg. response is Agree 0.09 The avg. response is Agree 0.13 The avg. response is Agree 0.08 The avg. response is Agree 0.09 The avg. response is Agree

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Person of Color
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Male
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| All Respondents 79.7% 80.2% 87.9% Rote Small Large Problem Pro

 | ANCE ABUSE - STUDENTS
L this school/building, how much of a problem is student drug use?
All Respondents
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
L this school/building, how much of a problem is student drug use?
All Respondents
Person of Color
LGBIQ Statt
Female
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
LOBY Statt
t this school/building, how much of a problem is student use of tobacco (e.g., cigarettes, e-
igarettes, chew, cigars)?
All Respondents
Person of Color
LGBIQ Statt
Hourly Statt
t this school/building, how much of a problem is student use of tobacco (e.g., cigarettes, e-
igarettes, chew, cigars)?
All Respondents
Person of Color
LGBIQ Statt
Hourly Statt
10-19 Years
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
1-3 Years
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10-19 Years | 93.4% 88.9% 92.9 93.2% 91.0% 90. 94.7% 91.0% 90. 94.7% 91.0% 90. 94.7% 91.0% 90. 94.7% 91.0% 90. 94.7% 91.0% 90. 94.7% 91.0% 90. 94.7% 91.6% 94. 94.9% 92.4% 94. 2021-22 2022-32 2023- 65.7% 63.6% 70. 65.7% 63.6% 70. 65.7% 63.6% 55. 63.6% 55. 60.3% 69.2% 70.7% 62.6% 70. 70. 70.0% 61.9% 70. 72.0% 70.5% 61.9% 83.5% 62.5% 70. 83.5% 61.9% 70. 62.5% 70.5% 61.8% 83.5% 62.6% 72. 83.5% 63.4% 74. | % % % <
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ANCE ABUSE - STUDENTS
this school/building, how much of a problem is student drug use?
All Respondents
Person of Color
LOBTQ Staff
Female
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
10.1 Years
20 or more Years
Certified, Non-Affiliated, Administration Staff
Hourly Staff
this school/building, how much of a problem is student use of tobacco (e.g., cigarettes, e-
igarettes, chew, cigars)?
All Respondents
Person of Color
LOBTQ Staff
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Male
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4.4 Years
10.1 Years
20 or more Years
Certified, Non-Affiliated, Administration Staff
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ANCE ABUSE - STUDENTS
Ethis school/building, how much of a problem is student drug use?
All Respondents
Person of Color
LOBTQ Staff
Female
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
10.1 Years
20 or more Years
Certified, Non-Affiliated, Administration Staff
Hourly Staff
this school/building, how much of a problem is student use of tobacco (e.g., cigarettes, e-
garettes, chew, cigars)?
All Respondents
Person of Color
LOBTQ Staff
Female
Male
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
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Certified, Non-Affiliated, Administration Staff
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Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
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93.2% 91.0% 90.
94.7% 96.8% 90.
95.2% 91.8% 94.
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4.4 Years
10.1 Years
20 or more Years
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ANCE ABUSE - STUDENTS
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20 or more Years
Certified, Non-Affiliated, Administration Staff
Hourly Staff
this school/building, how much of a problem is student use of tobacco (e.g., cigarettes, e-
garettes, chew, cigars)?
All Respondents
Person of Color
LOBTQ Staff
Female
Male
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
10.1 Years
Certified, Non-Affiliated, Administration Staff
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Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
10.3 Years
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20 | 93.4% 98.9% 92.
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2021-22 2022-23 2023
65.7% 63.8% 73.
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72.1% 52.1% 61.8%
 | % % | 42.1% 4 36.4% 3 36.4% 3 41.2% 4 34.3% 6 41.0% 4 39.3% 5 41.0% 6 9 6 9 71.4% 59.1% 5 69.6% 2 61.3% 3 62.2% 5 51.9% 2 51.9% 2 60.7% 5 79.4% 5 59.6% 6 63.1% 5 59.6% 6 62.2% 5 74.7% 5 | 56.3% 5.0% 50.8% 5.4% 50.8% 5.4% 50.8% 6.4% 45.1% 6.4% 49.1% 7.0% 51.6% 6.5% 52.8% 4.7% rewhat Sama 11.4% 8.6% 11.4% 10.4% 13.6% 10.4% 13.6% 10.4% 13.6% 10.4% 18.0% 13.3% 14.2% 10.4% 18.0% 13.3% 14.2% 9.8% 13.6% 9.8% 13.6% 10.4% 1.1% 6.8% 11.0% 9.8% 13.8% 9.8% 13.8% 9.9% 13.8% 9.9% 13.8% 9.9% 13.6%
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 | 1.3 Years
4.4 Years
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20 or more Years
Certified, Non-Affiliated, Administration Staff
Hourly Staff
ANCE ABUSE - STUDENTS
this school/building, how much of a problem is student drug use?
All Respondents
Person of Color
LOBTQ Staff
Female
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
10.1 Years
20 or more Years
Certified, Non-Affiliated, Administration Staff
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L68TQ Staff
Female
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1-3 Years
20 or more Years
Certified, Non-Affiliated, Administration Staff
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At this school/building, how much of a problem is student use of tobacco (e.g., cigarettes, e-
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Person of Color
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The arg, response is Not a Problem | |

| Student Services (SPED, ELL, TAG, Migrant Educator, etc.)
1-3 Years | 78.7% 77.8% 89
94.2% 81.2% 87 | | 79.5%
80.5% | 10.3% | 6.2% 4.
9.8% 2.

 |
 | 79.5%
80.5%
 | 10.3% 6.2% | 438
490 | 1.35 | 1.00
 | 0.90 | 0.04 | The avg. response is Not a Problem |
|--|---|--|--|--
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--|---|
| • 4-9 Years | 79.0% 79.1% 87 | | | 7.3% | 9.8% 2.
8.2% 4.

 |
 | 74.3%
 | 13.5% 8.2% | 240 | 1.42 | 1.00
 | 0.88 | 0.04 | The avg. response is Not a Problem
The avg. response is Not a Problem |
| 10-19 Years | 85.4% 84.5% 92 | | | 13.1% | 3.0% 4.

 |
 | 79.8%
 | 13.1% 3.0% | 150 | 1.42 | 1.00
 | 0.86 | 0.08 | The avg. response is Not a Problem |
| 20 or more Years | 67.1% 72.1% 81 | | | 13.1% | 9.7% 8.

 |
 | 8.1%
 | 13.9% 9.7% | 101 | 1.58 | 1.00
 | 1.09 | 0.07 | The avg. response is Not a Problem |
| Certified, Non-Affiliated, Administration Staff | 77.5% 79.4% 87 | | | 12.6% | 8.6% 4.

 | ~
 | 74.7%
 | 12.6% 8.6% | 301 | 1.38 | 1.00
 | 0.85 | 0.05 | The avg. response is Not a Problem |
| Hourly Staff | 83.7% 83.1% 89 | | 84.9% | 4.5% | 7.8% 2.

 |
 | 94.0%
 | 4.5% 7.8% | 680 | 1.42 | 1.00
 | 0.94 | 0.03 | |
| | 03.770 03.170 03 | 470 | 04.370 | 4.370 | 7.070 2.

 |
 | 04.575
 | | 000 | 1.42 | 1.00
 | 0.54 | 0.04 | The avg. response is Not a Problem |
| | | | Strongly Dis | sagree Ag | gree Strong

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 | | | |
| 47 This school/building has adequate resources and programs to address substance use prevention. | | _ | Disagree | | Agree

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 | | | |
| All Respondents | 52.2% 54.4% 72 | | | | 61.5% 11.

 |
 | 61.5%
 | 11.4%
8.7% | 509 | 2.78 | 3.00
 | 0.73 | 0.03 | The avg. response is Agree |
| Person of Color | 58.3% 68.8% 69 | - | | | 60.9% 8.

 | 70
 | 00.5%
 | 48.3% 6.9% | 50 | 2.78 | 0.00
 | 1.46 | 0.21 | The avg. response is Agree |
| LGBTQ Staff | 47.6% 55 | | | | 48.3% 6.

 | 70
 | 62.1%
 | 48.3% 5.5% | ! 51 | 2.55 | 2.00
 | 1.39 | 0.19 | The avg. response is Agree |
| E Female | 56.4% 75 | | | | 62.1% 12.

 |
 | 63.3
 | | 759 | 2.83 | 0.00
 | 1.50 | 0.05 | The avg. response is Agree |
| Male | 50.0% 69 | | | | 63.3% 5.

 |
 | 60.2%
 | 10.6% | 179 | 2.67 | 2.00
 | 1.39 | 0.10 | The avg. response is Agree |
| Student Services (SPED, ELL, TAG, Migrant Educator, etc.) | 50.3% 51.8% 70
53.7% 53.6% 72 | | | | 60.2% 10.
59.8% 13.

 |
 | 59.8%
 | 13.0% | 438 | 2.75 | 0.00
 | 1.47 | 0.07 | The avg. response is Agree |
| 1-3 Years | 53.7% 53.6% 72
44.8% 55.0% 74 | 8% | | | 59.8% 13.
70.1% 4.

 |
 | 70.1%
 | 4.7% | 240 | 2.82 | 1.50
 | 1.50 | 0.07 | The avg. response is Agree |
| 1 4-9 Years | | | | |

 |
 | 50.0%
 | 16.2% | | |
 | | | The avg. response is Agree |
| 10-19 Years | 57.4% 62.7% 66 | | | | 50.0% 16.

 |
 | 64.8%
 | 13.0% | 150 | 2.72 | 0.00
 | 1.49 | 0.12 | The avg. response is Agree |
| 20 or more Years Certified, Non-Affiliated, Administration Staff | 56.3% 47.3% 77
49.4% 49.5% 70 | 8% | | | 64.8% 13.
59.4% 11.

 | -
 | 64.8%
59.4%
 | 13.0% | 101 | 2.83
2.87 | 1.00
 | 1.52 | 0.15 | The avg. response is Agree |
| Hourly Staff | 60.0% 70.5% 80 | | | | 68.0% 12.

 |
 | 68.0%
 | 12.0% | 301
680 | 2.75 | 2.00
 | 1.40 | 0.09 | The avg. response is Agree
The avg. response is Agree |
| Thomy star | 00.0% 70.3% 00 | 0 /0 | 4.070 | 13.270 | 00.070 12.

 |
 |
 | | 000 | 2.75 | 2.00
 | 1.47 | 0.00 | The avg. Teaponae is Agree |
| EMERGENCY READINESS | 2021-22 2022-23 2023 | 24 Spark Line | | sagree Ag | gree Strong

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 | | | Mean N | 1edian S
 | tandard St | tandard | Interpretation of the Mean |
| | | (not to scale) | Disagree | | Agree

 |
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 | | | (Scale: 1-4) (Se | cale: 1-4) D
 | eviation | Error | |
| I know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation | | | | |

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 | | | |
 | | | |
| 48 (e.g., violent person on campus) during the school day.
All Respondents | 95.9% 95.8% 95 | 5% | 1.4% | 3.1% | 53.9% 41.

 | 53.
 | 9%
 | 41.6% | 972 | 3.36 | 3.00
 | 0.61 | 0.02 | The avg. response is Strongly Agree |
| Person of Color | 95.8% 93.8% 91 | | 2.1% | | 52.1% 39.

 |
 | 52.1%
 | 39.6% | 50 | 3.29 | 3.00
 | 0.93 | 0.02 | |
| LGBTQ Staff | 95.8% 93.8% 91
86.8% 92 | | 3.9% | | 52.1% 39.
60.8% 31.

 | nu la
 | 60.8%
 | 31.4% | 51 | 3.29 | 3.00
 | 0.69 | 0.13 | The avg. response is Strongly Agree
The avg. response is Agree |
| Female | 95.4% 95 | | 1.1% | | 54.1% 41.

 |
 |
 | 41.6% | 759 | 3.36 | 3.00
 | 0.68 | 0.10 | The avg. response is Strongly Agree |
| A remain free free free free free free free fre | 96.7% 96 | | 2.2% | | 49.4% 46.

 |
 |
 | 46.6% | 179 | 3.40 | 3.00
 | 0.68 | 0.02 | The avg. response is Strongly Agree |
| Student Services (SPED, ELL, TAG, Migrant Educator, etc.) | 96.2% 96.6% 94 | | 2.2% | | 49.4% 46.
57.8% 36

 |
 | 57.8%
 | 36.6% | 438 | 3.40 | 3.00
 | 0.69 | 0.05 | The avg. response is Strongly Agree
The avg. response is Strongly Agree |
| 1-3 Years | 92.7% 94.3% 93 | | 1.9% | | 57.6% 35.

 |
 | 57.6%
 | 35.6% | 438 | 3.29 | 3.00
 | 0.71 | 0.03 | The avg. response is Strongly Agree |
| • 4-9 Years | 98.4% 97.6% 97 | | 1.7% | | 49.8% 47.

 |
 |
 | 47.3% | 240 | 3.43 | 3.00
 | 0.65 | 0.03 | The avg. response is Strongly Agree |
| 4-9 rears
10-19 Years | 97.6% 95.5% 98 | | 0.7% | | 45.6% 52.

 |
 |
 | 52.3% | 150 | 3.50 | 4.00
 | 0.63 | 0.04 | The avg. response is Strongly Agree |
| 20 or more Years | 97.9% 97.2% 99 | | 0.0% | | 58.4% 40.

 | 58.4
 | *
 | 40.6% | 101 | 3.40 | 3.00
 | 0.51 | 0.05 | The avg. response is Strongly Agree |
| Certified, Non-Affiliated, Administration Staff | 96.4% 96.6% 96 | | 1.2% | | 50.5% 45.

 |
 |
 | 45.6% | 301 | 3.24 | 3.00
 | 0.77 | 0.03 | The avg. response is Agree |
| Hourly Staff | 94.8% 93.7% 93 | | 2.0% | | 61.7% 32.

 |
 | 61.7%
 | 32.2% | 680 | 3.41 | 3.00
 | 0.64 | 0.02 | The avg. response is Strongly Agree |
| | | | | |

 |
 |
 | | | | | |
 | | | |
| This school/building has a written plan that describes procedures to be performed in shootings, and I | | | | |

 |
 |
 | | | | | |
 | | | |
| 49 know what to do in the event of this emergency. | | | | |

 | x 52.8
 |
 | 42.8% | | |
 | | | |
| All Respondents | 96.0% 91.0% 95 | | 0.7% | | 52.8% 42.

 |
 | 576
 | 42.8% | 937 | 3.38 | 3.00
 | 0.59 | 0.02 | The avg. response is Strongly Agree |
| Person of Color | 90.5% 87.2% 95 | | 0.0% | | 45.8% 50.

 | nu la
 |
 | | 50 | 3.46 | 3.00
 | 0.89 | 0.13 | The avg. response is Strongly Agree |
| LGBTQ Staff | 86.1% 95 | | 2.0% | | 59.2% 36.

 |
 | 9.2%
 | 36.7% | 51 | 3.31 | 3.00
 | 0.89 | 0.12 | The avg. response is Strongly Agree |
| 8 Female | 90.5% 96 | | 0.4% | | 52.9% 43.

 |
 |
 | 43.1% | 759 | 3.39 | 3.00
 | 0.91 | 0.03 | The avg. response is Strongly Agree |
| Male | 94.3% 97 | | 1.1% | | 50.6% 46.

 |
 | 6.5%
 | 46.6%
38.0% | 179 | 3.43 | 3.00
 | 0.81 | 0.06 | The avg. response is Strongly Agree |
| Student Services (SPED, ELL, TAG, Migrant Educator, etc.) | 95.3% 92.7% 94 | | 1.0% | | 56.5% 38.

 |
 |
 | | 438 | 3.32 | 3.00
 | 0.87 | 0.04 | The avg. response is Strongly Agree |
| 1-3 Years | 96.2% 89.1% 94 | | 1.1% | | 54.4% 40.

 |
 |
 | 40.2%
45.7% | 490 | 3.34 | 3.00
 | 0.95 | 0.04 | The avg. response is Strongly Agree |
| 4-9 Years | 96.5% 93.8% 96 | | 0.9% | | 50.4% 45.

 |
 |
 | 45.7% | 240 | 3.41 | 3.00
 | 0.79 | 0.05 | The avg. response is Strongly Agree |
| 10-19 Years | 99.1% 89.2% 97 | | 0.0% | | 47.6% 49.

 |
 | ~
 | 49.7% | 150 | 3.47 | 3.00
 | 0.91 | 0.07 | The avg. response is Strongly Agree |
| 20 or more Years
Certified, Non-Affiliated, Administration Staff | 90.6% 94.1% 96 | | 0.0% | | 58.9% 37.

 |
 |
 | 45.6% | 101 301 | 3.35 | 3.00
 | 0.95 | 0.09 | The avg. response is Strongly Agree |
| | | | | |

 |
 | •
 | 45.6% | | | 3.00
 | 0.98 | 0.06 | The avg. response is Strongly Agree |
| | 96.9% 90.4% 96 | ~ ~ ~ | 0.6% | | 57.6% 26

 |
 | 57.6%
 | 26.4% | | | 2.00
 | 0.97 | 0.02 | |
| Certilieu, Non-Annualeu, Auministratuon stan
Hourly Staff | 96.9% 90.4% 96 | ~ ~ ~ | 0.6% | | 50.8% 45.
57.6% 36.

 |
 | 57.6%
 | 36.4% | 680 | 3.41 | 3.00
 | 0.87 | 0.03 | The avg. response is Strongly Agree |
| | | ~ ~ ~ | | |

 |
 | 57.6%
 | 36.4% | | | 3.00
 | 0.87 | 0.03 | The avg. response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. | 94.1% 92.8% 94 | 0% | 1.1% | 4.9% | 57.6% 36.

 | 6
 |
 | 36.4% | 680 | 3.41 |
 | | | |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents | 94.1% 92.8% 94 | 5% | 1.1%
0.5% | 4.9%
3.0% | 57.6% 36.
53.3% 43.

 | 6 53.3
 |
 | 36.4%
43.2% | 680
944 | 3.41 | 3.00
 | 0.57 | 0.02 | The avg. response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Person of Color | 94.1% 92.8% 94 | 596 | 1.1%
0.5%
0.0% | 4.9%
3.0%
4.3% | 57.6% 36.
53.3% 43.
46.8% 48.

 | 6 53.3
6 46.8%
 | %
 | 48.9% | 680
944
50 | 3.41
3.39
3.45 | 3.00
3.00
 | 0.57
1.00 | 0.02
0.14 | The avg. response is Strongly Agree
The avg. response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Person of Color LGB1Q Staff LGB1Q Staff | 94.1% 92.8% 94 | 0%
5%
7%
8% | 1.1%
0.5%
0.0%
2.1% | 4.9%
3.0%
4.3%
2.1% | 57.6% 36.
53.3% 43.
46.8% 48.
62.5% 33.

 | 6 53.3
6 46.8%
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62.5%
 | 48.9%
33.3% | 680
944
50
51 | 3.41
3.39
3.45
3.27 | 3.00
3.00
3.00
 | 0.57
1.00
0.98 | 0.02
0.14
0.14 | The avg. response is Strongly Agree
The avg. response is Strongly Agree
The avg. response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Person of Color LGBTQ Staff Female | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 95
94.6% 95
96.3% 96 | 0%6 | 1.1%
0.5%
0.0%
2.1%
0.1% | 4.9%
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4.3%
2.1%
3.1% | 57.6% 36.
53.3% 43.
46.8% 48.
62.5% 33.
52.8% 43.

 | % 53.3
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62.5%
 | 48.9%
33.3%
43.9% | 680
944
50
51
759 | 3.41
3.39
3.45
3.27
3.40 | 3.00
3.00
3.00
3.00
 | 0.57
1.00
0.98
0.84 | 0.02
0.14
0.14
0.03 | The avg. response is Strongly Agree
The avg. response is Strongly Agree
The avg. response is Strongly Agree
The avg. response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Person of Color LGBTQ Staff Female Male | 94.1% 92.8% 94 | 0% | 1.1%
0.5%
0.0%
2.1%
0.1%
0.6% | 4.9%
3.0%
4.3%
2.1%
3.1%
1.1% | 57.6% 36.
53.3% 43.
46.8% 48.
62.5% 33.
52.8% 43.
53.1% 45.

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45.1% | 680
944
50
51
759
179 | 3.41
3.39
3.45
3.27
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3.00
3.00
3.00
3.00
 | 0.57
1.00
0.98
0.84
0.75 | 0.02
0.14
0.14
0.03
0.06 | The avg, response is Strongly Agree
The avg, response is Strongly Agree
The avg, response is Strongly Agree
The avg, response is Strongly Agree |
| Hourty Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Person of Color Person of Color LOBY CQ staff LOBY CQ staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Student Services (SPED, ELL, TAG, Migrant Educator, etc.) | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 95
94.6% 95
97.2% 98
96.6% 96.8% 95 | 5%
5%
5%
5%
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3.8% | 57.6% 36.
53.3% 43.
46.8% 48.
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53.1% 45.
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 | 6 53.3
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38.0% | 680
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50
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3.33 | 3.00
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3.00
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 | 0.57
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0.98
0.84
0.75
0.85 | 0.02
0.14
0.14
0.03
0.06
0.04 | The avg, response is Strongly Agree
The avg, response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) g | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.6% 95
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97.2% 98
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96.6% 96.6% 95 | 096
596
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976 | 1.1%
0.5%
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3.8%
3.9% | 57.6% 36.
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52.8% 43.
53.1% 45.
57.7% 38.
56.3% 39.

 | 6 53.3
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 | %
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%
 | 48.9%
33.3%
43.9%
45.1% | 680
944
50
51
759
179
438
490 | 3.41
3.39
3.45
3.27
3.40
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3.33
3.34 | 3.00
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3.00
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3.00
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 | 0.57
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0.98
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0.94 | 0.02
0.14
0.14
0.03
0.06
0.04
0.04 | The avg, response is Strongly Agree
The avg, response is Strongly Agree |
| Bits Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents Idiasters, and I know what to do in the event of this emergency. All Respondents Person of Color Person of Color LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 95
94.6% 95
96.3% 96
97.2% 98
96.6% 96.8% 95
96.4% 96.5% 95
96.4% 97.5% 97 | 0% 5% 7% 7% 7% 7% 5% 5% 5% 6% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% 7% | 1.1%
0.5%
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57.7% 38.
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50.6% 46.

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6 46.9%
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3.43
3.33
3.34
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3.44 | 3.00
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3.00
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3.00
3.00
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 | 0.57
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0.98
0.84
0.75
0.85
0.94
0.74 | 0.02
0.14
0.14
0.03
0.06
0.04
0.04
0.05 | The avg, response is Strongly Agree
The avg, response is Strongly Agree |
| Bit Hourly Staff 50 disasters, and I know what to do in the event of this emergency. All Respondents 50 disasters, and I know what to do in the event of this emergency. All Respondents 60 Person of Color LGBTQ Staff 61 Color Staff Female 62 Main Main 63 Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 64 4-9 Years 4-9 Years 10-19 Years 10-19 Years 10-19 Years | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 96
94.6% 95
96.6% 96.8% 95
96.6% 96.8% 95
96.6% 96.5% 95
98.3% 97.5% 97
93.1% 95.4% 97 | 6% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% | 1.1%
0.5%
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2.1% | 57.6% 36.
53.3% 43.
46.8% 48.
62.5% 33.
53.1% 45.
57.7% 38.
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50.6% 44.

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 | 0.57
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0.98
0.84
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0.85
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0.74
0.85 | 0.02
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0.05
0.07 | The avg. response is Strongly Agree
The avg. response is Strongly Agree |
| Hourly Staff This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and i know what to do in the event of this emergency. All Respondents Bissiens, and i know what to do in the event of this emergency. All Respondents Person of Color Person of Color LGBITQ Staff Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1.3 Years 4.9 Years 10-19 Years 10-19 Years 20 or more Years 20 or more Years | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 95
93.3% 96
97.2% 98
96.6% 96.6% 95
97.2% 98
96.6% 96.6% 96.6% 97
97.5% 97.5% 97
93.1% 95.6% 97.5% 97
93.5% 96.3% 98 | 5% | 1.1%
0.5%
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2.1% | 57.6% 36.
53.3% 43.
46.8% 48.
62.5% 33.
52.8% 43.
53.1% 45.
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56.3% 39.
50.6% 46.
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59.0% 39.

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0.85
0.62 | 0.02
0.14
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0.06 | The avg, response is Strongly Agree
The avg, response is Strongly Agree |
| Bit Hourly Staff 50 disasters, and I know what to do in the event of this emergency. All Respondents 50 disasters, and I know what to do in the event of this emergency. All Respondents 60 Person of Color LGBTQ Staff 61 Color Staff Female 62 Main Main 63 Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 64 4-9 Years 4-9 Years 10-19 Years 10-19 Years 10-19 Years | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 96
94.6% 95
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93.1% 95.4% 97 | 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6 | 1.1%
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2.1% | 57.6% 36.
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The avg. response is Strongly Agree |
| Bit Hourty Staff This school/building has a written plan that clearly describes procedures to be performed in natural
disasters, and i know what to do in the event of this emergency. All Respondents Person of Color
Person of Color
Clearly Staff Person of Color
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Perso | 94.1% 92.8% 94
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 | The avg, response is Strongly Agree
The avg, response is Strongly Agree |
| This school/building has a written plan that clearly describes procedures to be performed in natural disasters, and I know what to do in the event of this emergency. All Respondents 90 All Respondents Person of Color 168/03 Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 10 19 Years 4.9 Years 20 Certified, Non-Affiliated, Administration Staff Hourly Staff This school or school district provides effective training in safety procedures to staff (e.g., lockdown Stafet years | 94.1% 92.8% 94
97.3% 96.5% 96
95.2% 91.5% 95
94.6% 95
96.6% 96.5% 95
96.6% 97.5% 97
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2.1% | 57.6% 36.
53.3% 43.
46.8% 48:
62.5% 33.
52.8% 43.
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| Mourty Start This school/building has a written plan that clearly describes procedures to be performed in natural disaters, and know what to do in the event of this emergency. Ideasters, and know what to do in the event of this emergency. All Respondents Person of Color Person of Color Network Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff This school or school district provides effective training in safety procedures to staff (e.g., lockdown training or fire drills). All Respondents Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1:3 Years 4:3 Years 4:4 Years 1:3 Years 4:5 Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1:3 Years 2:0 or more Years 2:1 Years 2:1 Years 2:1 Years 1:3 Years 1:3 Years 2:1 Years 2:1 Years 2: | 94.1% 92.8% 94 97.3% 96.5% 96 95.2% 91.5% 95 93.3% 95.5% 96 96.4% 95.5% 97 96.4% 95.5% 97 96.4% 95.5% 97 96.4% 95.5% 97 96.4% 95.5% 97 96.4% 96.8% 95 97.9% 96.5% 97 96.1% 96.6% 94 97.9% 96.5% 97 96.1% 96.6% 94 97.9% 96.5% 97 96.1% 96.6% 94 97.9% 96.5% 97 96.1% 96.6% 94 97.9% 96.5% 97 96.1% 96.6% 94 97.9% 96.5% 97 96.1% 96.6% 94 97.9% 97.5% 97 96.1% 96.6% 94 97.9% 97.5% 97 96.1% 96.6% 94 97.9% 97.5% 97 96.5% 97 97.9% 97.5% 97 97.9% 97.5% 97 96.7% 97.5% 97 97.9% 97.5% 97 96.7% 97.5% 97 97.5% 97 96.7% 97.5% 97 96.7% 97 97.5% 97 96.7% 97 97.5% 97 90.5% 97 97.5% 97 90.5% 97 97.5% 97 90.5% 97 97.5% 97 90.5% 97 97.5% 97 90.5% 97 97.5% | 0% 5% 5% 5% 5% 5% 5% 5% 5% 5% | 1.1% 0.5% 0.0% 0.1% 0.5% 0.6% 0.6% 0.6% 0.6% 0.4% 0.7% 0.6% 0.4% 0.7% 1.2% 1.1% 1.1% 1.2% 1.3% 2.1% 0.0% 0.7% 0.7% 0.0% 0.7% 0.0% 0.0% 0.0 | 4.9% 3.0% 4.3% 4.3% 5.1% 6.4% 6.4% 6.4% 6.4% 6.6% 6.4% 6.6% 6.4% 6.5% 6.4% 5.1% 8.0% 5.1% 8.3% 5.1% 5.1% 5.1% 5.1% 5.1% 5.1% 5.1% 5.1 | 57.6% 36. 53.3% 43. 46.8% 48. 62.5% 43. 52.8% 43. 51.3% 45. 51.3% 45. 51.3% 45. 50.3% 46. 50.3% 46. 51.3% 45. 50.5% 46. 50.5% 46. 50.6% 46. 50.0% 49. 51.8% 40. 42.6% 51. 51.2% 42. 51.2% 42. 51.2% 42. 51.2% 42. 51.2% 42. 40.0% 44. 40.9% 48. 63.4% 33. 55.5% 35. gree Strong Agree

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Hourly Staff	82.9% 88.8% 84.7%	<u> </u>	2.7%	12.6% 54.29	6 30.6%	12.6%	54.2%	30.6%	680	3.04	3.00	0.87	0.03	The avg. response is Agree
53 This school/building is an inviting work environment.														
All Respondents Person of Color	82.9% 85.1% 84.3% 83.3% 93.8% 90.0%		2.8% 0.0%	13.0% 52.89 10.0% 46.09				31.5% 44.0%	972 50	3.13 3.34	3.00 3.00	0.73 0.66	0.02	The avg. response is Agree The avg. response is Strongly Agree
LGBTQ Staff Female	84.6% 72.5% 85.6% 85.8%			21.6% 49.09 11.8% 53.89		21.6%	49.0%	23.5% ! 32.1%	51 759	2.90 3.15	3.00 3.00	0.83	0.12	The avg. response is Agree The avg. response is Agree
Male	82.4% 79.5%	\sim	4.0%	16.5% 46.69	6 33.0%	16.5%	46.6%	33.0%	179	3.09	3.00	0.89	0.07	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	80.3% 84.1% 86.7% 85.0% 89.1% 86.1%			11.5% 54.99 11.2% 53.09		11.5%	54.9%	31.7% 33.1%	438 490	3.17 3.17	3.00	0.74	0.04	The avg. response is Agree The avg. response is Agree
4-9 Years	83.2% 85.4% 82.8%	$\langle \rangle$	2.5%	14.6% 52.79		14.6%	52.7%	30.1% 34.2%	240	3.10	3.00	0.76	0.05	The avg. response is Agree
10-19 Years 20 or more Years	81.0% 79.1% 82.6% 79.2% 78.3% 81.2%		2.7% 4.0%	14.8% 48.39 14.9% 58.49		14.9%	58.4%	22.8%	150 101	3.14 3.00	3.00 3.00	0.80	0.07	The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourty Staff	82.2% 83.0% 81.8% 83.4% 90.5% 89.9%		3.4% 1.3%	14.8% 50.59 8.8% 57.99		14.8% 8.8%	50.5% 57.9%	31.3% 32.0%	301 680	3.21 3.10	3.00 3.00	0.74	0.04	The avg. response is Agree The avg. response is Agree
My teaching or work is hindered by poor heating, cooling, and/or lighting systems at this	Reverse Scoring Used to Reflect "Positive													
54 school/building. All Respondents	Responses" 79.8% 77.6% 81.6%			57.6% 14.19		24.0%	57.6%	14.1% 4.4% 12.5% 4.2%	960	1.99	2.00	0.75	0.02	The avg. response is Disagree
Person of Color LGBTQ Staff	95.5% 88.4% 83.3% 81.1% 84.3%		21.6%	66.7% 12.59 62.7% 13.79	6 2.0%	21.6%	62.7%	13.7% 2.0	50 51	2.04	2.00	0.78	0.11 0.09	The avg. response is Disagree The avg. response is Disagree
Sector Se	77.1% 81.2% 80.4% 84.7%		23.4% 28.4%	57.9% 14.19 56.3% 12.59		23.4% 28.4%	57.9% 56.3%	14.1% 4.7% 12.5% 2.8	759	2.00	2.00	0.79	0.03	The avg. response is Disagree The avg. response is Disagree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	77.7% 78.0% 79.9%			59.1% 15.29	6 4.9%	20.8%	59.1% 56.3%	15.2% 4.9% 13.9% 3.5%	438 490	2.04	2.00	0.80	0.04	The avg. response is Disagree
9 1-3 Years 4-9 Years	81.3% 79.7% 82.6% 78.8% 75.6% 78.6%			56.3% 13.99 60.3% 15.89		18.4%	60.3%	15.8% 5.6%	240	1.95	2.00	0.77	0.03	The avg. response is Disagree The avg. response is Disagree
10-19 Years 20 or more Years	79.3% 75.2% 79.9% 78.5% 78.1% 85.9%			53.5% 13.99 63.6% 11.19		26.4% 22.2%	53.5% 63.6%	13.9% 6.3% 11.1% 3.09	150	2.00	2.00	0.89	0.07	The avg. response is Disagree The avg. response is Disagree
Certified, Non-Affiliated, Administration Staff	80.7% 76.3% 81.5%	~	24.7%	56.8% 14.69	6 3.9%	24.7%	56.8%	14.6% 3.9%	301	2.02	2.00	0.85	0.05	The avg. response is Disagree
Hourly Staff	77.3% 81.4% 81.6%	/	22.2%	59.4% 12.89	6 5.6%	22.2%	59.4%	12.8% 5.6%	680	1.98	2.00	0.77	0.03	The avg. response is Disagree
55 My teaching or work is hindered by a lack of textbooks and basic supplies at this school/building. All Respondents	Reverse Scoring Used to Reflect "Positive Responses" 87.6% 83.8% 85.8%	~ ~	25.5%	60.3% 11.29	6 2.9%	25.5%	60.3%	11.2% 2.9	918	1.92	2.00	0.69	0.02	The avg. response is Disagree
Person of Color	77.3% 79.5% 81.3%		18.8%	62.5% 14.69	6 4.2%	18.8%	62.5%	14.6% 4.2%	50	2.04	2.00	0.81	0.11	The avg. response is Disagree
LGBTQ Staff Female	72.2% 73.5% 84.3% 86.4%		18.4% 26.2%	55.1% 22.49 60.2% 11.09		26.2%	55.1% 60.2%	22.4% 4.1% 11.0% 2.7	51 759	2.12	2.00	0.85	0.12	The avg. response is Disagree The avg. response is Disagree
Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	81.9% 87.0% 83.4% 81.3% 82.3%		27.8%	59.2% 11.29 62.1% 13.19	6 1.8%	27.8%	59.2% 62.1%	11.2% 1.8 13.1% 4.5%	179	1.87	2.00	0.78	0.06	The avg. response is Disagree
1-3 Years	87.3% 78.9% 85.9%			59.4% 10.89		26.5%	59.4%	10.8% 3.39	438	1.91	2.00	0.81	0.04	The avg. response is Disagree The avg. response is Disagree
4-9 Years 10-19 Years	86.1% 85.6% 82.1% 89.3% 90.6% 84.9%			59.8% 14.79 59.7% 12.29		22.3% 25.2%	59.8% 59.7%	14.7% 3.19 12.2% 2.99	240 150	1.99	2.00	0.84	0.05	The avg. response is Disagree The avg. response is Disagree
20 or more Years	89.0% 87.4% 95.7%		28.7%	67.0% 3.29	6 1.1%	28.7%	67.0%	3.5%	101	1.77	2.00	0.70	0.07	The avg. response is Disagree
Certified, Non-Affiliated, Administration Staff Hourly Staff	86.7% 82.6% 83.7% 89.3% 87.4% 91.3%			57.9% 13.39 66.5% 6.19		25.8% 24.7%	57.9% 66.5%	13.3% 3.19 6.1%2.7%	301 680	1.87 1.94	2.00	0.86 0.79	0.05	The avg. response is Disagree The avg. response is Disagree
My teaching or work is hindered by inadequate or outdated equipment or facilities at this	Reverse Scoring Used to Calculate		ł – – –											
school/building.	"Positive Responses" 76.2% 75.4% 80.0%		22.0%	58.0% 14.79		22.0%	58.0%	14.7% 5.3%	950	2.03	2.00	0.76	0.02	The avg. response is Disagree
Person of Color LGBTQ Staff	86.4% 79.1% 79.2% 66.7% 73.5%			60.4% 12.59 51.0% 20.49		18.8% 22.4%	60.4% 51.0%	12.5% 8.3% 20.4% 6.1%	50 51	2.10	2.00	0.89	0.13	The avg. response is Disagree The avg. response is Disagree
Female Male	76.8% 80.9% 70.5% 77.3%		23.6%	57.4% 13.49 57.4% 18.89	6 5.7%	23.6% 19.9%	57.4% 57.4%	13.4% 5.7% 18.8% 4.0%	759 179	2.01	2.00	0.84	0.03	The avg. response is Disagree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	76.4% 74.0% 80.6%			62.1% 13.79		18.5%	62.1%	13.7% 5.7%	438	2.07	2.00	0.78	0.06	The avg. response is Disagree The avg. response is Disagree
1-3 Years 4-9 Years	76.9% 77.7% 80.8% 78.9% 72.9% 76.6%			55.4% 14.29 60.4% 17.09		25.4% 16.2%	55.4% 60.4%	14.2% 5.1% 17.0% 6.4%	490 240	1.99 2.14	2.00	0.84	0.04	The avg. response is Disagree The avg. response is Disagree
10-19 Years	76.2% 76.5% 78.3%		23.1%	55.2% 16.19	6 5.6%	23.1%	55.2%	16.1% 5.6%	150	2.04	2.00	0.88	0.07	The avg. response is Disagree
20 or more Years Certified, Non-Affiliated, Administration Staff	68.8% 71.4% 86.9% 74.0% 73.2% 78.5%		22.2%	68.7% 10.19 56.3% 16.39		18.2% 22.2%	68.7% 56.3%	10.1% 3.09 16.3% 5.2%	101 301	1.98	2.00	0.69	0.07	The avg. response is Disagree The avg. response is Disagree
Hourty Staff	82.4% 81.8% 83.6%			62.1% 11.19		21.4%	62.1%	11.1% 5.4%	680	2.04	2.00	0.80	0.03	The avg. response is Disagree
RUCTIONAL ENVIRONMENT	2021-22 2022-23 2023-24	Spark Line (not to scale)	Strongly Dis Disagree	sagree Agree	Strongly Agree						1edian S cale: 1-4) D	tandard St eviation	andard Error	Interpretation of the Mean
The students in my class(es) come to class prepared with the appropriate supplies and books. All Respondents Descret of class	66.0% 68.1% 72.7%			24.2% 63.5%		24.2%	63.5% 73.8%	9.2%	770	2.79	3.00	0.64	0.02	The avg. response is Agree
Person of Color LGBTQ Staff	68.2% 67.6% 81.0% 60.0% 65.2%			19.0% 73.89 26.1% 56.59	6 8.7%	8.7% 26.1%	56.5%	8.7%	50 51	2.88 2.65	3.00 3.00	1.16 1.08	0.16	The avg. response is Agree The avg. response is Agree
Female Male	69.1% 73.8% 65.3% 74.0%			23.6% 63.5% 24.0% 68.2%		23.6%	63.5% 68.2%	10.3%	759 179	2.82	3.00	1.32	0.05	The avg. response is Agree The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	61.8% 66.0% 72.5%		4.7%	22.8% 63.29	6 9.3%	22.8%	63.2% 60.7%	9.3%	438	2.77	3.00	1.21	0.06	The avg. response is Agree
1-3 Years 4-9 Years	68.5% 69.3% 72.1% 64.2% 65.1% 73.4%			23.1% 60.79 24.5% 66.19		24.5%	66.1%	7.3%	490 240	2.79	3.00 3.00	1.37 1.24	0.06	The avg. response is Agree The avg. response is Agree
10-19 Years 20 or more Years	65.3% 69.4% 72.7% 63.7% 68.5% 73.6%		2.3%	25.0% 62.99 26.4% 70.19		25.0%	62.9% 70.1%	9.8%	150 101	2.80	3.00	1.09	0.09	The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	66.2% 68.0% 71.9%		3.2%	24.8% 62.29	6 9.7%	24.8%	62.2%	9.7%	301	2.80	2.00	1.45	0.08	The avg. response is Agree
Hourty Staff	63.0% 68.4% 75.3%		2.7%	22.0% 67.69	6 7.7%	22.0%	67.6%	7.7%	680	2.78	3.00	1.13	0.04	The avg. response is Agree
Once we start a new program at this school/building, follow up happens to ensure the implementation is on track.				00.0%	,	23.9%	62.4%	9.2%	76-				0.07	-
All Respondents Person of Color	39.5% 55.1% 71.6% 61.1% 72.5% 76.7%		2.3%	23.9% 62.49 20.9% 65.19	6 11.6%	20.9%	65.1%	11.6%	790 50	2.76 2.86	3.00 3.00	0.67 1.16	0.02	The avg. response is Agree The avg. response is Agree
LGBTQ Staff Female	60.6% 56.8% 55.9% 73.7%	\geq		36.4% 54.59 22.7% 63.29		6.8% 36.4% 22.7%	63.2%	2 <mark>.3³ !</mark> 10.5%	51 759	2.52	2.00 3.00	1.07	0.15	The avg. response is Agree The avg. response is Agree
Male	52.1% 67.8%		5.5%	26.7% 63.79	6 4.1%	26.7% 24.3%	63.7% 64.2%	4.1%	179	2.66	3.00	1.19	0.09	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	42.9% 56.6% 72.3% 46.0% 59.1% 74.3%			24.3% 64.29 22.5% 62.99		22.5%	62.9%	8.1%	438 490	2.77	3.00 3.00	1.26 1.35	0.06	The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years	39.2% 50.9% 67.2% 36.1% 59.8% 72.0%		6.9%	26.0% 60.39 22.7% 62.99	6.9%	6.9% 26.0% 22.7%	60.3% 62.9%	6.9% 9.1%	240 150	2.67	3.00 3.00	1.16	0.07	The avg. response is Agree The avg. response is Agree
20 or more Years	29.8% 45.8% 70.6%		2.4%	27.1% 64.79	6 5.9%	27.1%	64.7%	5.9%	101	2.74	3.00	1.15	0.11	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff	36.9% 51.1% 69.3% 45.6% 70.7% 79.3%			25.7% 59.49 17.9% 72.39		25.7% 17.9%	59.4% 72.3%	9.9%	301 680	2.84 2.74	2.00 3.00	1.46 1.08	0.08	The avg. response is Agree The avg. response is Agree
The programs and resources at this school/building are adequate to support students' learning.														
All Respondents Person of Color	72.8% 72.9% 79.6% 86.4% 80.4% 80.4%			18.0% 67.9 9 17.4% 63.0 9		18.0% 17.4%	67.9% 63.0%	11.7%	872 50	2.89 2.96	3.00 3.00	0.62 1.03	0.02	The avg. response is Agree The avg. response is Agree
			2.2%	26.7% 62.29	6 8,9%	26.7%	62.2%	8.9%	51	2.78	3.00	1.08	0.45	
LGBTQ Staff	71.4% 71.1%					18.0%	67.2%						0.15	The avg. response is Agree
	71.4% 71.1% 72.5% 80.1% 78.0% 83.2% 71.1% 70.8% 76.9%		1.9% 2.5%	26.7% 62.29 18.0% 67.29 14.3% 75.29 19.4% 65.79	6 12.9% 6 8.1%			12.9% 8.1% 11.2%	759 179 438	2.91 2.89 2.84	3.00 3.00 3.00 3.00	1.08 1.07 1.02 1.00	0.15 0.04 0.08 0.05	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree

EDI in the ECASD: 2024 Annual Report | 50

1-3 Years 4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff	70.7% 75.5% 80.9% 73.3% 71.2% 72.4% 77.5% 71.3% 82.9% 71.3% 70.5% 85.3% 71.4% 69.4% 77.6% 75.6% 84.6% 84.9%		2.3% 25. 2.9% 14. 2.1% 12 2.2% 20.	5.8% 66.4% 5.2% 65.4% 4.3% 69.3% 2.6% 77.9% 0.2% 66.7% 2.2% 71.0%	7.0% 13.6% 7.4% 10.9%	15.8% 66.4% 25.2% 65.4% 14.3% 69.3% 12.6% 77.9% 20.2% 66.7% 12.2% 71.9%	14.4% 7.0% ! 13.6% 7.4% 10.9% 13.9%	490 240 150 101 301 680	2.93 2.77 2.94 2.91 2.96 2.86	3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.17 1.03 0.95 0.86 1.32 0.93	0.05 0.07 0.08 0.09 0.08 0.08 0.04	The avg. response is Agree The avg. response is Agree
60 Teachers and staff at this school/building feel responsible to help each other do their best. All Respondents Person of Color Person of Co	85.4% 85.0% 86.8% 91.3% 86.7% 89.1% 82.1% 81.6% 83.9% 86.6% 87.1% 90.7% 85.9% 85.2% 85.9% 85.6% 82.7% 85.6% 86.6% 86.7% 85.9% 85.2% 85.9% 85.6% 86.7% 86.7% 86.9% 86.1% 80.0% 86.1% 80.0% 86.1% 80.9% 86.3% 80.9% 83.2% 85.6% 86.3% 86.6% 86.3% 86.9% 85.3% 85.9% 83.2% 85.9% 83.2%		4.3% 6 2.0% 16 2.9% 10 2.3% 7 3.6% 10 3.9% 10 3.0% 10 2.8% 11 0.0% 6 2.9% 10	1.1% 57.9% 5.5% 65.2% 3.3% 57.1% 5.5% 56.3% 0.2% 58.6% 0.3% 60.9% 0.3% 60.9% 1.1% 52.1% 3.1% 66.3% 3.5% 62.6%	25.6% 27.6% 29.2% 25.8% 34.0% 27.6% 30.5%	10.1% 97.9% 6.5% 66.2% 10.3% 57.1% 10.5% 66.3% 2.0% 66.3% 10.9% 56.3% 10.9% 56.3% 10.9% 56.3% 10.3% 60.3% 10.3% 62.3% 10.3% 62.3% 10.3% 65.3% 10.3% 65.3% 10.3% 65.4% 10.5% 65.4% 10.5% 65.4% 10.5% 65.4%	28.5% 23.5% 24.5% 25.6% 27.6% 27.6% 27.6% 28.5% 28.8% 28.8% 29.5% 20.5%	940 50 51 759 179 438 490 240 150 101 301 680	3.13 3.09 3.04 3.14 3.14 3.10 3.11 3.09 3.17 3.21 3.10 3.14	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.71 1.08 0.91 0.92 0.87 0.93 0.99 0.86 0.95 0.77 1.02 0.89	0.02 0.15 0.13 0.03 0.07 0.04 0.04 0.04 0.06 0.08 0.08 0.08 0.08 0.06 0.03	The avg. response is Agree The avg. response is Agree
Teachers and staff at this school/building feel it is a part of their job to prepare students to succeed i 61 the community, college, or a career. All Respondents Person of Color ILBETQ Staff Person of Color ILBETQ Staff Hale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) ILBETQ Student Services (SPED, ELL, TAG, Migrant Educator, etc.) ILBETQ 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff The programs and resources at this school/building are adequate to support students with special	95.6% 96.1% 97.3% 95.2% 33.3% 100.0% 91.9% 95.7% 96.63% 97.8% 94.0% 95.6% 94.0% 95.6% 94.0% 95.7% 95.0% 97.0% 96.0% 97.0% 96.0% 95.0% 97.8% 96.0% 96.0% 95.1% 97.8% 95.1% 99.6% 95.1% 99.6% 95.1% 99.6% 95.3% 95.6% 95.6% 95.8% 95.6% 92.4% 95.8%		0.0% 0. 0.0% 4. 0.7% 1. 0.0% 2. 0.7% 1. 0.7% 2. 0.9% 3. 0.0% 1. 1.0% 0. 0.6% 1.	2.0% 59.6% 0.0% 59.1% 4.3% 61.7% 2.9% 59.6% 1.7% 64.2% 2.1% 60.2% 3.1% 61.1% 1.4% 54.9% 0.0% 60.6% 1.4% 54.9% 0.3% 66.3%	40.9% 34.0% 38.6% 37.4% 33.3% 37.1% 35.0% 43.7% 38.4% 41.0%	50.6% 50.3% 50.3% 50.9% 50.9% 64.2% 60.2% 61.1% 54.9% 60.6% 60.3%	37.7% 34.0% 34.0% 33.6% 37.4% 33.3% 35.0% 35.0% 38.4% 43.7% 29.4%	904 50 51 759 179 438 490 240 150 101 301 680	3.34 3.41 3.30 3.36 3.35 3.30 3.34 3.30 3.34 3.30 3.42 3.36 3.24 3.38	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.55 1.21 1.04 1.08 0.87 1.01 1.16 0.95 0.92 0.71 1.30 0.86	0.02 0.17 0.15 0.04 0.06 0.05 0.05 0.06 0.08 0.07 0.07 0.03	The avg. response is Strongly Agree The avg. response is Strongly Agree
All Respondents Person of Color LOBTQStaff Person of Color LOBTQStaff Female Student Services (SPED, ELL, TAG, Migran Educator, etc.)	71.7% 70.2% 71.4% 90.5% 80.0% 80.0% 58.3% 63.0% 70.5% 70.3% 74.7% 80.6% 60.9% 63.2% 71.4% 66.8% 68.1% 71.9% 72.8% 77.7% 73.8% 77.7% 71.2% 68.6% 68.6% 62.6%		4.4% 15. 19.6% 17. 8.3% 21. 3.1% 16. 11.6% 20. 7.8% 17. 11.0% 26. 7.9% 20. 3.4% 18.	55.6% 52.3% 5.6% 60.0% 7.4% 47.8% 1.3% 50.6% 3.3% 63.8% 3.3% 63.8% 3.3% 52.5% 3.1% 50.9% 9.9% 52.5% 3.1% 50.9% 9.3% 50.4% 3.4% 57.5% 3.7% 49.5%	20.0% 15.2% 19.7% 16.9% 18.2% 21.8% 11.9% 20.9% 20.7%	125% 22.5% 52.3% 15.6% 60.0% 19.6% 37.4% 67.9% 15.5% 50.6% 52.5% 15.5% 62.5% 62.5% 11.6% 22.5% 62.5% 11.0% 22.5% 50.9% 11.0% 52.5% 50.9% 11.0% 26.2% 50.9% 11.0% 22.7% 50.4% 11.0% 22.7% 50.4%	19.1% 20.0% 15.2% [10.5% 10.2% 21.5% 11.2% 21.9% 20.9% 20.2% 20.7%	880 50 51 759 438 490 240 150 101 301	2.82 2.96 2.59 2.82 2.94 2.75 2.88 2.64 2.84 2.84 2.95 2.98	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.83 1.14 1.21 1.16 1.11 1.07 1.20 1.10 1.10 1.23 1.32	0.03 0.16 0.17 0.04 0.08 0.05 0.05 0.05 0.07 0.09 0.12 0.08	The avg. response is Agree The avg. response is Agree
Hourly Staff	71.2% 75.0% 81.6%			2.4% 59.2%		6.0% 12.4% 59.2%	22.4%	680	2.76	3.00	1.09	0.04	The avg. response is Agree
INSTRUCTIONAL REVIEW	71.2% 75.0% 81.6%	Spark Line (not to scale)		2.4% 59.2%		8.0% 12.4% 59.2%			2.76 Mean M		indard Sta		
			6.0% 12 Strongly Disagree Disagree 4.8% 15 5.4% 21 8.6% 28 4.3% 14 4.8% 16 5.2% 15 4.2% 14 4.8% 19 7.2% 16 5.2% 17 7.2% 16	2.4% 59.2%	22.4% Strongly Agree 16.9% 16.2% 11.4% 17.7% 14.4% 15.5% 19.7% 14.4% 15.5% 18.8%	10.11 12.6% 50.2% 15.6% 62.2% 21.6% 56.3% 26.5% 51.4% 15.5% 62.5% 15.5% 62.5% 15.5% 63.5% 15.5% 63.5% 15.5% 63.5% 15.5% 63.5% 15.5% 63.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5% 15.5% 60.5%			2.76 Mean M	edian Sta	indard Sta	ndard	The avg. response is Agree
INSTRUCTIONAL REVIEW Every PK-12 program and/or department is evaluated through a review and analysis process with an equity lens. All Respondents Person of Color Every PK-12 program and/or department is evaluated through a review and analysis process with an equity lens. All Respondents Fernale Fernale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 1-0 Years 1-0 Years 20 or more Years 20 or more Years Certified, Non-Affliatzed, Administration Staff	2021-22 2022-23 2023-24 73.3% 73.3% 79.2% 78.9% 65.8% 73.0% 72.6% 81.2% 72.8% 73.6% 79.4% 73.8% 73.6% 79.4% 73.8% 73.6% 79.4% 73.8% 76.3% 76.3% 75.9% 67.6% 76.3% 71.0% 71.6% 77.4%		6.0% 12 Strongly Disagree Disagree 4.8% 15 5.4% 21 8.6% 28 4.3% 14 4.8% 16 5.2% 15 4.2% 14 4.8% 19 7.2% 16 5.2% 17 7.2% 16	2.4% 59.2% ree Agree 5.9% 62.3% 1.6% 56.8% 3.6% 51.4% 3.8% 64.0% 5.5% 63.5% 4.2% 61.9% 5.5% 60.8% 3.5% 60.8% 3.5% 60.6% 6.6% 60.4%	22.4% Strongly Agree 16.2% 11.4% 15.2% 14.4% 15.5% 11.8% 16.8%	15.9% 62.3% 21.6% 56.8% 50% 28.6% 35.5% 63.5% 15.8% 64.0% 15.9% 61.0% 15.2% 61.0% 15.2% 61.0% 15.2% 61.0% 15.2% 60.0% 15.2% 60.6% 15.2% 60.4% 15.3% 60.4% 15.3% 60.4% 15.3% 60.4% 15.3% 60.4% 15.3% 60.1%	22.4% 16.9% 15.9% 15.5% 13.4% 15.5% 15.5% 14.4% 15.5% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 15.5% 14.4% 15.5% 14.4% 15.5% 15.2% 14.4% 15.2% 15	680 621 50 51 759 179 438 490 240 150 101 301	2.76 Mean (Scate: 1-4) (Sc 2.91 2.84 2.66 2.95 2.88 2.90 2.90 2.97 2.86 2.85 2.85 2.87 3.00	edian Sta ale: 1-4) Der 3.00 2.00 3.00 2.00 3.00 2.00 3.00 2.00 2	ondard Statution 0.72 1.42 1.41 1.53 1.45 1.52 1.54 1.50 1.50 1.46	0.03 0.20 0.20 0.06 0.11 0.07 0.12 0.15 0.09	The avg. response is Agree The avg. response is
INSTRUCTIONAL REVIEW EVery PK-12 program and/or department is evaluated through a review and analysis process with an a equity lens. All Respondents Person of Color Person of Color LOBIQ Staff Enable Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 4-9 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff The District reviews and analyzes academic achievement results for all students to determine the effectiveness of academic resources, services purchased, and instructional strategies promoted to	2021-22 2022-23 2023-24 73.3% 73.3% 79.2% 78.9% 65.8% 73.0% 72.6% 81.2% 72.8% 73.6% 79.4% 73.8% 73.6% 79.4% 73.8% 73.6% 79.4% 73.8% 76.3% 76.3% 75.9% 67.6% 76.3% 71.0% 71.6% 77.4%		6.0% 12 Strongly Disagree 3.0% 21 5.4% 21 5.6% 21 5.6% 22 5.6% 22 5.6% 22 5.6% 22 5.6% 22 5.2% 15 5.2% 14 4.8% 16 5.2% 17 3.6% 10 3.6% 10 3.6% 10 3.0% 14 3.0% 14 3.0% 14 2.7% 19 3.6% 15 3.0% 14 3.0% 15 3.0% 15 3.	2.4% 59.2% ree Agree 5.9% 62.3% 1.6% 56.8% 3.6% 51.4% 3.8% 64.0% 5.5% 63.5% 4.2% 61.9% 5.5% 60.8% 3.5% 60.8% 3.5% 60.6% 6.6% 60.4%	22.4% 25.7% 26.7% 27.7% 26.7% 26.7% 26.7% 26.7% 26.7% 27.7% 26.7% 27.7% 26.7% 27.7%	13.0% 62.3% 21.0% 56.8% 55.0% 22.6% 16.5% 62.5% 15.5% 62.5% 15.5% 62.5% 15.5% 62.5% 15.2% 61.5% 15.2% 62.5% 15.2% 62.5% 15.2% 62.5% 15.2% 62.6% 15.2% 62.6% 12.7% 60.4%	22.4% 10.5% 10.5% 11.4% 12.7% 14.4% 15.5% 14.4% 15.5% 11.8% 15.5%	680 621 50 51 759 179 438 490 240 150 101 301	2.76 Mean (Scate: 1-4) (Sc 2.91 2.84 2.66 2.95 2.88 2.90 2.90 2.97 2.86 2.85 2.85 2.87 3.00	edian Sta ale: 1-4) Der 3.00 2.00 3.00 2.00 3.00 2.00 3.00 2.00 2	ondard Statution 0.72 1.42 1.41 1.53 1.45 1.52 1.54 1.50 1.50 1.46	0.03 0.20 0.20 0.06 0.11 0.07 0.12 0.15 0.09	The avg. response is Agree The avg. response is
NSTRUCTIONAL REVIEW Every PK-12 program and/or department is evaluated through a review and analysis process with an a equity lens. All Respondents Person of Color LOBTQ Staff Person of Color LOBTQ Staff Person of Color Certified, Non-Affiliated, Administration staff Houry Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 10-19 Years Certified, Non-Affiliated, Administration Staff Houry Staff The District reviews and analyzes academic achievement results for all students to determine the effectiveness of academic resources, services purchased, and instructional strategies promoted to a ab the delivery of content or improvement of Instruction. All Respondents Person of Color LOBTQ Student Services (SPED, ELL, TAG, Migrant Educator, etc.) All Respondents Person of Color LOBTQ Student Services (SPED, ELL, TAG, Migrant Educator, etc.) All Respondents Person of Color LOBTQ Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	2021-22 2022-23 2023-24 73.3% 73.3% 79.2% 78.9% 65.8% 73.0% 78.9% 65.8% 73.0% 72.9% 72.9% 72.9% 72.9% 78.4% 73.3% 73.8% 73.6% 79.3% 73.8% 76.9% 61.6% 67.6% 70.4% 70.4% 71.9% 71.6% 77.4% 71.9% 71.6% 72.4% 71.0% 71.4% 83.2% 72.5% 61.5% 76.3% 62.0% 64.5% 71.4% 72.6% 71.4% 83.2% 75.6% 81.7% 82.2% 76.4% 61.5% 76.4% 75.6% 81.7% 82.2% 75.6% 81.7% 82.2% 75.6% 81.9% 75.6% 75.6% 81.9% 75.5% 75.5% 61.7% 82.2% 76.1% 67.2% 81.9%		6.0% 12 Strongly Disagree 3.0% 21 5.4% 21 5.6% 21 5.6% 22 5.6% 22 5.6% 22 5.6% 22 5.6% 22 5.2% 15 5.2% 14 4.8% 16 5.2% 17 3.6% 10 3.6% 10 3.6% 10 3.0% 14 3.0% 14 3.0% 14 2.7% 19 3.6% 15 3.0% 14 3.0% 15 3.0% 15 3.	2.4% 59.2% ree Agree 3.9% 62.3% 1.6% 56.3% 1.6% 56.3% 1.5% 63.5% 1.5% 63.5% 1.5% 63.5% 2.2% 61.6% 3.2% 60.6% 2.2% 61.6% 3.5% 50.4% 3.6% 68.8% 3.6% 68.4% 3.0% 64.5% 3.0% 64.5% 3.0% 66.1% 3.5% 66.6% 3.6% 66.0% 3.6% 66.0% 3.6% 66.0% 3.5% 66.1% 3.5% 66.1% 3.6% 66.1% 3.6% 66.1% 3.6% 66.1%	22.4% 25.7% 26.7% 27.7% 26.7% 26.7% 26.7% 26.7% 26.7% 27.7% 26.7% 27.7% 26.7% 27.7%	15.9% 62.3% 21.0% 56.8% 55.5% 52.5% 15.5% 62.5% 15.5% 62.5% 15.5% 62.5% 15.5% 63.5% 15.2% 61.0% 15.2% 60.4% 15.2% 60.4% 15.2% 60.4% 15.2% 60.4% 15.7% 60.4% 15.7% 60.4% 15.7% 60.1% 15.5% 53.4% 15.5% 59.4% 15.5% 62.9% 15.5% 62.9% 15.5% 62.9% 15.5% 62.9% 15.5% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.6% 62.9% 15.9% <td>22.4% 16.9% 16.9% 14.2% 15.9% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4%</td> <td>680 621 50 51 759 179 438 439 240 150 101 301 680 680 680 680 680 680 680 680</td> <td>2.76 (Scale: 1-4) (Scale: 1-4)</td> <td>edian Sta ale: 1-4) Der 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00</td> <td>0.72 1.42 1.41 1.53 1.42 1.41 1.53 1.45 1.54 1.50 1.50 1.50 1.46 1.50 1.46 1.50 1.46 1.50 1.46 1.50 1.46 1.52 1.45 1.52 1.52 1.54 1.49 1.46 1.52 1.54 1.49 1.44 1.47 1.54 1.48 1.49 1.44 1.42</td> <td>0.03 0.20 0.20 0.20 0.06 0.11 0.07 0.12 0.09 0.06 0.03 0.09 0.06 0.23 0.19 0.06 0.23 0.19 0.06 0.11 0.07 0.07 0.07 0.07 0.07 0.07 0.07</td> <td>The avg. response is Agree The avg. response is</td>	22.4% 16.9% 16.9% 14.2% 15.9% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4% 15.5% 14.4%	680 621 50 51 759 179 438 439 240 150 101 301 680 680 680 680 680 680 680 680	2.76 (Scale: 1-4)	edian Sta ale: 1-4) Der 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00	0.72 1.42 1.41 1.53 1.42 1.41 1.53 1.45 1.54 1.50 1.50 1.50 1.46 1.50 1.46 1.50 1.46 1.50 1.46 1.50 1.46 1.52 1.45 1.52 1.52 1.54 1.49 1.46 1.52 1.54 1.49 1.44 1.47 1.54 1.48 1.49 1.44 1.42	0.03 0.20 0.20 0.20 0.06 0.11 0.07 0.12 0.09 0.06 0.03 0.09 0.06 0.23 0.19 0.06 0.23 0.19 0.06 0.11 0.07 0.07 0.07 0.07 0.07 0.07 0.07	The avg. response is Agree The avg. response is

All Respondents	71 9%	73.7%	83.1%		3.6%	13.3%	57.8%	25.3%	13.3%	57.8%	25.3%	894	3.05	3.00	0.73	0.02	The avg. response is Agree
Person of Color	78.3%	80.0%	89.6%		4.2%	6.3%	70.8%	18.8%	6.3%	70.8%	18.8%	50	3.04	3.00	0.88	0.12	The avg. response is Agree
LGBTQ Staff		78.4%	79.6%		8.2%	12.2%	51.0%	28.6%	8.2% 12.2%	51.0%	28.6%	51	3.00	3.00	1.03	0.14	The avg. response is Agree
Female		71.5%	83.0%		3.4%	13.6%	58.0%	25.0%	13.6%	58.0%	25.0%	759	3.05	3.00	1.07	0.04	The avg. response is Agree
Male		81.7%	85.7%	\sim	3.1%	11.2%	59.0%	26.7%	11.2%	59.0% 61.8%	26.7%	179	3.09	3.00	1.15	0.09	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	65.2% 72.9%	73.5% 77.2%	83.7% 84.2%		3.5%	12.8% 12.2%	61.8% 55.2%	21.9% 29.0%	12.8%	55.2%	29.0%	438 490	3.02	3.00	1.10	0.05	The avg. response is Agree The avg. response is Agree
4-9 Years	68.2%	66.1%	84.1%	-	3.0%	12.2%	62.7%	29.0%	12.7%	62.7%	21.4%	240	3.02	3.00	1.16	0.05	The avg. response is Agree
10-19 Years	68.6%	74.2%	80.7%		3.6%	15.7%	58.6%	22.1%	15.7%	58.6%	22.1%	150	2.99	3.00	1.03	0.08	The avg. response is Agree
20 or more Years	81.1%	75.8%	79.3%	~	4.3%	16.3%	57.6%	21.7%	16.3%	57.6%	21.7%	101	2.97	3.00	1.11	0.11	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	71.0%	70.9%	79.7%		4.3%	16.0%	54.8%	24.9%	16.0%	54.8%	24.9%	301	3.16	3.00	1.19	0.07	The avg. response is Agree
Hourly Staff	72.2%	81.5%	91.3%		1.9%	6.8%	65.2%	26.1%	6.8%	65.2%	26.1%	680	3.00	3.00	1.07	0.04	The avg. response is Agree
nool prioritizes and provides the materials, resources, and training necessary for me to	+																
t students' social, emotional, and behavioral needs. All Respondents	68.2%	68.2%	74.4%	/	4.5%	21.0%	58.1%	16.4%	21.0%	58.1%	16.4%	904	2.86	3.00	0.73	0.02	The avg. response is Agree
Person of Color	66.7%	81.8%	80.0%		2.0%	18.0%	60.0%	20.0%	18.0%	60.0%	20.0%	50	2.98	3.00	0.68	0.10	The avg. response is Agree
LGBTQ Staff		52.8%	70.0%		8.0%	22.0%	50.0%	20.0%	8.0% 22.0%	50.0%	20.0%	51	2.82	3.00	0.93	0.13	The avg. response is Agree
Female	_	67.9%	74.0%		3.7%	22.3%	57.5%	16.5%	22.3%	57.5% 65.2%	16.5% 17.1%	759	2.87	3.00	1.03	0.04	The avg. response is Agree
Male		71.3%	82.3%		4.9%	12.8%	65.2%	17.1%	23.8%	56.5%	14.4%	179	2.95	3.00	1.06	0.08	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	62.9% 68.3%	68.4% 69.0%	70.9% 74.2%		5.3% 5.6%	23.8% 20.3%	56.5% 55.5%	14.4% 18.7%	20.3%	55.5%	18.7%	438 490	2.80	3.00	0.95	0.05	The avg. response is Agree
4-9 Years	63.9%	60.7%	72.0%		3.2%	20.3%	59.6%	12.4%	24.8%	59.6%	12.4%	240	2.87	3.00	1.09	0.03	The avg. response is Agree The avg. response is Agree
10-19 Years	73.6%	74.8%	75.2%		3.5%	21.3%	58.2%	17.0%	21.3%	58.2%	17.0%	150	2.89	3.00	0.98	0.08	The avg. response is Agree
20 or more Years	69.8%	71.9%	80.2%		4.2%	15.6%	66.7%	13.5%	15.6%	66.7%	13.5%	101	2.90	3.00	0.91	0.09	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	67.4%	66.4%	74.2%		4.5%	21.3%	58.3%	15.9%	21.3%	58.3%	15.9%	301	2.88	3.00	1.24	0.07	The avg. response is Agree
Hourly Staff	67.8%	74.0%	75.0%		4.7%	20.3%	57.4%	17.6%	20.3%	57.4%	17.6%	680	2.86	3.00	0.93	0.04	The avg. response is Agree
nool places a priority on addressing students' mental health needs.	<u>+</u>																
All Respondents		72.6%			5.0%	16.8%	58.4%	19.7%	16.8%	58.4%	19.7%	876	2.93	3.00	0.75	0.03	The avg. response is Agree
Person of Color	71.4%	82.2%	83.0%		2.1%	14.9%	61.7%	21.3%	14.9% 12.5% 10.4%	61.7% 54.2%	21.3%	50	3.02	3.00	0.98	0.14	The avg. response is Agree
LGBTQ Staff	+	72.2%	77.1%		12.5%	10.4%	54.2%	22.9%	12.5% 10.4%	54.2% 57.1%	22.9%	51	2.88	3.00	1.12	0.16	The avg. response is Agree
Female Male		71.6% 77.2%	77.7% 82.0%		5.0% 3.1%	17.3% 14.9%	57.1% 64.0%	20.6%	17.3%	64.0%	18.0%	759 179	2.93	3.00	1.14	0.04	The avg. response is Agree The avg. response is Agree
Mate Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	65.1%	71.3%	82.0%		3.1% 6.4%	14.9%	59.0%	18.0%	16.5%	59.0%	18.1%	438	2.97	3.00	1.10	0.08	The avg. response is Agree The avg. response is Agree
1-3 Years	73.9%	75.7%	79.8%		4.9%	15.3%	57.9%	21.9%	15.3%	57.9%	21.9%	490	2.03	3.00	1.14	0.05	The avg. response is Agree
4-9 Years	68.4%	67.0%	75.0%		5.0%	20.0%	59.1%	15.9%	20.0%	59.1%	15.9%	240	2.86	3.00	1.06	0.07	The avg. response is Agree
10-19 Years	71.7%	73.6%	75.9%		6.6%	17.5%	55.5%	20.4%	6.6% 17.5%	55.5%	20.4%	150	2.90	3.00	1.12	0.09	The avg. response is Agree
20 or more Years	77.1%	72.2%	82.0%		3.4%	14.6%	64.0%	18.0%	14.6%	64.0%	18.0%	101	2.97	3.00	1.16	0.12	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	72.2%	70.1%	75.6%		5.5%	18.9%	56.3%	19.3%	18.9%	56.3%	19.3%	301	3.02	3.00	1.33	0.08	The avg. response is Agree
Hourly Staff	69.8%	80.3%	84.9%		3.7%	11.4%	64.1%	20.8%	11.4%	64.1%	20.8%	680	2.89	3.00	1.05	0.04	The avg. response is Agree
hool places a priority on teaching students strategies to manage their stress levels.									_								
All Respondents	67.4%	66.9%	75.9%		3.1%	21.0%	58.8%	17.2%	21.0%	58.8%	17.2% 23.9%	873	2.90	3.00	0.70	0.02	The avg. response is Agree
Person of Color LGBTQ Staff	76.2%	75.0% 64.9%	87.0% 68.9%		0.0%	13.0% 20.0%	63.0% 48.9%	23.9% 20.0%	11.1% 20.0%	48.9%	20.0%	50 51	3.11 2.78	3.00	1.03	0.15	The avg. response is Agree The avg. response is Agree
Female		66.4%	75.5%		2.8%	20.0%	46.9%	18.6%	21.7%	56.9%	18.6%	759	2.78	3.00	1.24	0.04	The avg. response is Agree
Male		66.9%	78.9%		1.9%	19.3%	66.5%	12.4%	19.3%	66.5%	12.4%	179	2.89	3.00	1.05	0.04	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	64.2%	67.7%	75.1%		3.8%	21.2%	57.9%	17.1%	21.2%	57.9%	17.1%	438	2.88	3.00	1.09	0.05	The avg. response is Agree
1-3 Years	64.8%	69.9%	78.6%		2.5%	18.9%	58.3%	20.3%	18.9%	58.3%	20.3%	490	2.96	3.00	1.15	0.05	The avg. response is Agree
4-9 Years	70.3%	61.6%	75.1%		3.8%	21.1%	62.9%	12.2%	21.1%	62.9%	12.2%	240	2.84	3.00	1.10	0.07	The avg. response is Agree
10-19 Years	65.0%	72.4%	70.1%		5.1%	24.8%	52.6%	17.5%	24.8%	52.6%	17.5%	150	2.82	3.00	1.09	0.09	The avg. response is Agree
20 or more Years	72.6%							13.5%	24.7%	60.7%	13.5%		2.87				The avg. response is Agree
		60.2%	74.2%	~	1.1%	24.7%	60.7%					101		3.00	1.11	0.11	
Certified, Non-Affiliated, Administration Staff	64.3%	63.6%	73.5%	-	3.5%	23.0%	57.0%	16.5%	23.0%	57.0%	16.5%	301	2.99	3.00	1.29	0.07	The avg. response is Agree
										57.0% 63.2%							
Certified, Non-Affiliated, Administration Staff	64.3%	63.6% 76.9%	73.5% 82.2%	Spark Line (not to scale)	3.5% 2.0%	23.0% 15.8%	57.0% 63.2%	16.5% 19.0% Strongly	23.0%		16.5%	301	2.99 2.86	3.00 3.00	1.29 1.04 tandard St	0.07 0.04 tandard	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures.	64.3% 71.9% 2021-22	63.6% 76.9% 2022-23	73.5% 82.2% 2023-24	Spark Line (not to scale)	3.5% 2.0% Strongly Disagree	23.0% 15.8% Disagree	57.0% 63.2% Agree	16.5% 19.0% Strongly Agree	23.0%	63.2%	16.5% 19.0%	301 680	2.99 2.86 Mean N (Scale: 1-4) (So	3.00 3.00 1edian S cale: 1-4) D	1.29 1.04 tandard St eviation	0.07 0.04 tandard Error	The avg. response is Agree The avg. response is Agree Interpretation of the Mean
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents	64.3% 71.9% 2021-22 75.7%	63.6% 76.9% 2022-23 74.4%	73.5% 82.2% 2023-24 84.8%		3.5% 2.0% Strongly Disagree 2.2%	23.0% 15.8% Disagree 13.0%	57.0% 63.2% Agree 65.0%	16.5% 19.0% Strongly Agree 19.8%	23.0% 15.8%	63.2% 65.0%	16.5% 19.0% 19.8%	301 680 948	2.99 2.86 Mean N (Scale: 1-4) (Scale: 1-4)	3.00 3.00 1edian S cale: 1-4) D 3.00	1.29 1.04 tandard St eviation 0.65	0.07 0.04 tandard Error 0.02	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color	64.3% 71.9% 2021-22	63.6% 76.9% 2022-23 74.4% 80.4%	73.5% 82.2% 2023-24 84.8% 80.9%		3.5% 2.0% Strongly Disagree 2.2% 2.1%	23.0% 15.8% Disagree 13.0% 17.0%	57.0% 63.2% Agree 65.0% 70.2%	16.5% 19.0% Strongly Agree 19.8% 10.6%	23.0%	63.2%	16.5% 19.0% 19.8% 10.6%	301 680 948 50	2.99 2.86 (Scale: 1-4) (Sr 3.02 2.89	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00	1.29 1.04 tandard St eviation 0.65 0.90	0.07 0.04 tandard Error 0.02 0.13	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff	64.3% 71.9% 2021-22 75.7%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0%		3.5% 2.0% Strongly Disagree 2.2%	23.0% 15.8% Disagree 13.0% 17.0% 14.0%	57.0% 63.2% Agree 65.0%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0%	23.0% 15.8% 13.0% 17.0%	63.2% 65.0% 70.2%	16.5% 19.0% 19.8%	301 680 948 50 51	2.99 2.86 (Scale: 1-4) (Sr 3.02 2.89 2.88	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00 3.00	1.29 1.04 tandard St eviation 0.65 0.90 0.82	0.07 0.04 tandard Error 0.02 0.13 0.11	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color	64.3% 71.9% 2021-22 75.7%	63.6% 76.9% 2022-23 74.4% 80.4%	73.5% 82.2% 2023-24 84.8% 80.9%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0%	23.0% 15.8% Disagree 13.0% 17.0%	57.0% 63.2% Agree 65.0% 70.2% 66.0%	16.5% 19.0% Strongly Agree 19.8% 10.6%	23.0% 15.8% 13.0% 17.0% 14.0%	63.2% 65.0% 70.2% 66.0%	16.5% 19.0% 19.8% 10.6% 14.0%	301 680 948 50	2.99 2.86 (Scale: 1-4) (Sr 3.02 2.89	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00	1.29 1.04 tandard St eviation 0.65 0.90	0.07 0.04 tandard Error 0.02 0.13	The avg, response is Agree The avg, response is Agree Interpretation of the Mean The avg, response is Agree The avg, response is Agree The avg, response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LOSIQ Staff Female	64.3% 71.9% 2021-22 75.7%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 66.5%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5%	23.0% 15.8% 13.0% 17.0% 14.0%	63.2% 65.0% 70.2% 66.5% 66.5% 65.2% 67.3%	10.5% 10.6% 10.6% 10.6% 10.5% 10.5% 10.5% 10.5%	301 680 948 50 51 759	2.99 2.86 (Scale: 1-4) (Sr 3.02 2.89 2.88 3.04	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00 3.00 3.00	1.29 1.04 tandard Si eviation 0.65 0.90 0.82 0.81	0.07 0.04 tandard Error 0.02 0.13 0.11 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LOBTQ Staff Fermation Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 79.1% 76.5% 70.8%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 86.0% 83.9% 85.1% 83.2%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.9% 2.4% 2.5%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2%	57.0% 63.2% Agree 65.0% 66.0% 66.5% 59.2% 67.8% 64.1%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1%	23.0% 15.8% 13.0% 17.0% 14.0% 12.7% 13.2% 13.2% 13.2% 14.2%	63.2% 65.0% 70.2% 66.0% 66.5% 56.2% 67.8% 67.8% 64.1%	16.5% 19.9% 19.9% 10.6% 10.5% 10.5% 24.7% 19.3%	301 680 948 50 51 759 179 438 490	2.99 2.86 (Scate: 1-4) (Sr 2.89 2.88 3.04 3.06 3.00 3.00	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 tandard Si eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87	0.07 0.04 tandard Error 0.02 0.13 0.11 0.03 0.06 0.04 0.04	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff EPRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 4-9 Years	64.3% 71.9% 2021-22 75.7% 66.7% 66.7% 77.4% 72.6% 75.6%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 76.5% 70.8% 76.5%	73.5% 82.2% 2023-24 84.8% 80.9% 80.9% 80.0% 86.0% 83.9% 83.2% 83.2%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.9% 2.4% 2.5% 2.6%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8%	57.0% 63.2% Agree 65.0% 70.2% 66.5% 66.5% 59.2% 67.8% 64.1% 68.1%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1% 16.6%	23.0% 15.8% 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8%	63.2% 65.5% 70.2% 66.5% 59.2% 62.3% 64.1% 64.1%	18.5% 19.5% 19.6% 10.6% 10.6% 12.5% 24.7% 12.5% 13.3% 16.6%	301 680 948 50 51 759 179 438 490 240	2.99 2.86 (Scale: 1-4) (Sr 3.02 2.89 2.88 3.04 3.06 3.00 3.00 2.99	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 tandard Si eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76	0.07 0.04 tandard Error 0.02 0.13 0.11 0.03 0.06 0.04 0.04 0.05	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBIQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 10-19 Years 10-19 Years	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 78.9%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 73.1% 79.1% 76.5% 70.8% 76.5%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 83.2% 84.7% 84.7%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.5% 2.6% 1.4%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 11.7%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 66.5% 59.2% 67.8% 64.1% 68.1% 63.4%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1% 16.6% 23.4%	22.0% 15.6% 17.0% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 11.2%	63.2% 65.0% 70.2% 66.0% 66.0% 65.0% 64.1% 68.1% 63.4%	16.5% 13.9% 10.8% 10.6% 10.5% 24.7% 10.5% 24.7% 10.5% 24.7% 10.6% 24.5% 23.2%	301 680 50 51 759 179 438 490 240 150	2.99 2.86 (Scale: 1-4) (Sa 2.89 2.88 3.04 3.06 3.00 3.00 3.00 3.00 3.09	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 tandard St eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76 0.84	0.07 0.04 tandard Error 0.02 0.13 0.11 0.03 0.06 0.04 0.04 0.05 0.07	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Hourly Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 10-19 Years 20 or more Years 20 or more Years	64.3% 71.9% 2021-22 75.7% 66.7% 75.6% 72.6% 75.6% 78.9% 80.6%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 76.5% 70.8% 76.5% 78.5% 78.5%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 85.1% 83.2% 84.7%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.9% 2.6% 2.6% 2.6% 1.4% 1.0%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 14.2% 12.8%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 66.5% 66.5% 66.5% 66.5% 66.5% 66.4.1% 68.1% 68.4% 63.4%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 19.5% 19.1% 16.6% 23.4% 23.4%	22.0% 15.8% 12.0% 12.2% 12.2% 12.2% 12.2% 14.2% 14.2% 14.2% 14.2% 14.2% 14.2% 14.2% 14.3% 14.3% 14.3% 15.8% 15	63.2% 65.8% 70.2% 66.9% 66.5% 52.5% 67.8% 64.1% 64.1% 64.1% 64.1% 63.4%	16.5% 19.5% 19.5% 10	301 680 50 51 759 179 438 490 240 150	2.99 2.86 (Scate: 1-4) (Sr 3.02 2.88 3.04 3.06 3.00 3.00 3.00 3.00 3.00 3.14	3.00 3.00 1edian S 2cate: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76 0.84 0.86	0.07 0.04 tandard Error 0.02 0.13 0.13 0.03 0.06 0.04 0.04 0.05 0.07 0.09	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff # PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LOBIQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 78.9%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 73.1% 79.1% 76.5% 70.8% 76.5%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 83.2% 84.7% 84.7%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.5% 2.6% 1.4%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 11.7%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 66.5% 59.2% 67.8% 64.1% 68.1% 63.4%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1% 16.6% 23.4%	22.0% 15.6% 17.0% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 11.2%	63.2% 65.0% 70.2% 66.0% 66.0% 65.0% 64.1% 68.1% 63.4%	16.5% 13.9% 10.8% 10.6% 10.5% 24.7% 10.5% 24.7% 10.5% 24.7% 10.6% 24.5% 23.2%	301 680 50 51 759 179 438 490 240 150	2.99 2.86 (Scale: 1-4) (Sa 2.89 2.88 3.04 3.06 3.00 3.00 3.00 3.00 3.09	3.00 3.00 1edian S cale: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 tandard St eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76 0.84	0.07 0.04 tandard Error 0.02 0.13 0.04 0.03 0.06 0.04 0.04 0.05 0.07 0.09 0.05	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color Fernale Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 1-3 Years 1-9 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 78.9% 80.6% 73.4%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 79.1% 70.5% 70.5% 76.5% 76.5% 78.5% 77.4%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 83.9% 83.2% 83.2% 84.7% 84.8%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.9% 2.4% 2.6% 1.4% 1.4% 1.0% 2.5%	23.0% 15.8% Disagree 13.0% 17.0% 12.7% 13.2% 12.6% 14.2% 12.8% 11.7% 9.3% 13.1%	57.0% 63.2% Agree 65.0% 70.2% 66.5% 65.5% 65.2% 67.8% 64.1% 68.1% 63.4% 63.9% 61.7%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 19.1% 16.6% 23.4% 25.8% 23.1%	220% 15.8% 12.0% 12.7% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2%	63.2% 65.0% 70.2% 66.5% 66.5% 65.2% 67.8% 63.1% 63.4% 63.4% 63.4% 63.4% 63.4% 63.4%	16.5% 19.0% 19.0% 10.0% 14.0% 13.5% 24.7% 19.3% 19.3% 19.3% 10.6% 23.4% 23.4% 23.4%	301 680 50 51 759 179 438 490 2200 150 101 301	2.99 2.86 (Scate: 1-4) (S 3.02 2.88 3.04 3.06 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00 fedian S cate: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 tandard S eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76 0.84 0.87 0.76 0.84 0.88	0.07 0.04 tandard Error 0.02 0.13 0.13 0.03 0.06 0.04 0.04 0.05 0.07 0.09	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff # PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LOBIQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 78.9% 80.6% 73.4%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 79.1% 70.5% 70.5% 76.5% 76.5% 78.5% 77.4%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 83.9% 83.2% 83.2% 84.7% 84.8%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.9% 2.4% 2.6% 1.4% 1.4% 1.0% 2.5%	23.0% 15.8% Disagree 13.0% 17.0% 12.7% 13.2% 12.6% 14.2% 12.8% 11.7% 9.3% 13.1%	57.0% 63.2% Agree 65.0% 70.2% 66.5% 65.5% 65.2% 67.8% 64.1% 68.1% 63.4% 63.9% 61.7%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 19.1% 16.6% 23.4% 25.8% 23.1%	220% 15.8% 12.0% 12.7% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2%	63.2% 65.0% 70.2% 66.5% 66.5% 65.2% 67.8% 63.1% 63.4% 63.4% 63.4% 63.4% 63.4% 63.4%	16.5% 19.0% 19.0% 10.0% 14.0% 13.5% 24.7% 19.3% 19.3% 19.3% 10.6% 23.4% 23.4% 23.4%	301 680 50 51 759 179 438 490 2200 150 101 301	2.99 2.86 (Scate: 1-4) (S 3.02 2.88 3.04 3.06 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00 fedian S cate: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 tandard S eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76 0.84 0.87 0.76 0.84 0.88	0.07 0.04 tandard Error 0.02 0.13 0.04 0.03 0.06 0.04 0.04 0.05 0.07 0.09 0.05	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES this school/building are clearly informed about school policies and procedures. Person of Color LGBIQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff this school/building recognize students for positive behavior. All Respondents Person of Color Houry Staff	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 75.6% 78.9% 80.6% 73.4%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 73.1% 76.5% 70.8% 76.5% 77.8% 78.5% 78.8% 93.6% 88.6%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 85.1% 83.2% 84.7% 86.9% 84.7% 86.9% 84.8% 84.9%		3.5% 2.0% Strongty E 2.2% 2.1% 6.0% 1.4% 2.9% 2.4% 2.6% 1.4% 2.5% 0.4% 0.0%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 14.2% 14.2% 14.2% 13.1% 12.6%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 66.0% 67.8% 64.1% 63.4% 63.4% 63.4% 63.4% 63.9% 61.7% 72.6%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 14.0% 14.0% 24.7% 27.3% 23.4% 23.1% 12.3% 35.1% 28.0%	22.0% 15.8% 17.0% 12.0% 12.0% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.3% 12.3% 12.3% 12.2%	63.2% 65.9% 70.2% 66.9% 66.5% 66.5% 64.1% 64.1% 64.1% 63.4% 63.9% 63.9% 54.2% 54.9% 54.8% 54.8% 54.9%	16.5% 19.0% 19.0% 10.0% 14.0% 13.5% 24.7% 19.3% 19.3% 19.3% 10.6% 23.4% 23.4% 23.4%	301 680 50 51 759 179 438 490 240 150 101 301 680 938 50	2.99 2.86 (Scale:1-4) (Scale:1-4) 2.89 2.88 3.04 3.06 3.00 2.99 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3	3.00 3.00 tedian S a.00 3.00	1.29 1.04 eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84	0.07 0.04 tandard Error 0.02 0.13 0.13 0.03 0.04 0.04 0.04 0.05 0.05 0.05 0.05 0.05	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. All Respondents Person of Color	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 80.6% 80.5% 80.5%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 76.5% 70.8% 76.5% 76.5% 76.5% 77.4% 78.8% 93.6% 88.6% 91.7%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 83.9% 83.9% 83.9% 83.2% 84.7% 84.8% 84.7% 84.8% 84.9% 93.9%		3.5% 2.0% Strongty E 2.2% 2.1% 2.2% 2.4% 2.9% 2.4% 2.5% 2.6% 1.4% 2.5% 2.6% 1.0% 2.1% 2.5% 2.6% 0.0%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 14.2% 14.2% 14.2% 14.2% 13.1% 12.6% 5.7% 6.0% 10.2%	57.0% 63.2% Agree 65.0% 70.2% 66.5% 66.5% 66.5% 66.5% 64.1% 68.1% 63.4% 63.4% 63.4% 63.4% 63.4% 63.4% 63.9% 51.0%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 19.1% 16.6% 23.4% 23.4% 23.4% 23.3% 12.3% 35.1% 28.0% 38.8%	22.0% 15.9% 13.0% 7.0% 12.0% 12.2% 12.2% 12.2% 12.2% 12.2% 12.3% 12.3% 12.3% 12.3% 12.5%	63.2% 65.5% 70.2% 66.5% 66.5% 62.5% 62.3% 64.1% 64.1% 64.1% 63.4% 72.6% 58.8% 66.0% 51.0%	16.5% 19.0% 19.0% 10.8% 10.6% 12.5% 24.7% 13.3% 16.6% 22.4% 22.3% 22.3% 23.3% 22.3% 23.5% 22.3%	301 680 50 51 759 438 490 240 150 101 301 301 301 680 938 50 51	2.99 2.86 (Caele:1-4) (Caele:1	3.00 3.00	1.29 1.04 tandard St eviation St 0.90 0.82 0.86 0.84 0.84 0.84 0.86 0.88 0.81 0.86 0.88 0.81 0.86 0.83 0.81 0.85 0.55 0.90	0.07 0.04 tandard Error 0.02 0.13 0.06 0.03 0.06 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff # PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGSPQ Staff Female	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 80.6% 80.5% 80.5%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 79.1% 76.5% 77.8% 78.5% 78.5% 78.8% 88.6% 93.6% 88.6% 91.7% 93.7%	73.5% 82.2% 2023-24 84.8% 80.0% 86.0% 83.9% 85.1% 83.2% 84.9% 84.9% 84.8% 84.9% 93.9% 94.6%		3.5% 2.0% Strongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.9% 2.4% 2.6% 1.4% 1.0% 2.5% 0.4% 0.0% 0.3%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 13.1% 12.6% 5.7% 6.0% 10.2% 5.1%	57.0% 63.2% Agree 65.0% 66.0% 66.5% 69.2% 64.1% 63.4% 63.4% 63.4% 63.9% 61.7% 72.6% 58.8% 66.0% 51.0%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 19.1% 16.6% 23.4% 25.8% 23.1% 23.4% 35.1% 28.8% 34.9%	220% 15.8% 15.8% 12.0% 12.7% 12.7% 12.2% 12.2% 12.2% 11.7% 12.2% 11.7% 12.2% 13.1% 12.2% 13.1% 12.2% 13.1% 12.2%	63.2% 65.0% 70.2% 66.0% 66.5% 65.5% 64.1% 64.1% 64.1% 64.1% 64.1% 63.4% 63.9% 64.1% 65.1% 65.1% 65	10.5% 39.0% 39.0% 30.0% 34.0% 34.0% 30.3% 22.4% 22.4% 22.4% 22.4% 22.4% 23.5% 23.5% 23.5% 23.5% 23.5%	301 680 50 51 759 179 438 490 150 101 101 301 680 938 50 51 759	2.99 2.86 (Scale:1-0) (Scale:1-1) (Scale:1	3.00 3.00	1.29 1.04 eviation 0.65 0.90 0.82 0.81 0.86 0.84 0.87 0.76 0.84 0.87 0.76 0.84 0.87	0.07 0.04 tandard Error 0.02 0.13 0.06 0.03 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean Interpretation of the Mean The avg. response is Agree The avg. response is Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. All Respondents Person of Color Person of Color CLGBTQ Staff Female	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 80.6% 80.6% 91.8% 95.8%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 76.5% 78.5% 78.5% 77.4% 72.8% 78.8% 93.6% 88.6% 91.7% 93.7% 93.7%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 85.1% 83.9% 85.1% 83.2% 84.7% 84.7% 84.7% 84.9% 84.9% 93.9% 93.8% 93.6%		3.5% 2.0% Strongly C Disagree 2.2% 2.1% 6.0% 2.4% 2.4% 2.4% 2.4% 2.6% 2.6% 2.6% 2.6% 0.0% 0.0% 0.0% 0.3%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 12.6% 12.8% 12.8% 13.2% 12.6% 13.1% 13.1% 13.6% 5.7% 6.0% 10.2% 5.8%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 67.8% 67.8% 63.4% 63.4% 63.4% 63.9% 51.0% 58.8% 66.0% 51.0% 59.2%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1% 24.7% 16.6% 16.6% 16.6% 16.6% 12.3% 23.1% 12.3% 23.1% 12.3% 23.1% 23.5.1% 28.0% 38.8% 34.9%	220% 15.9% 13.0% 13.0% 12.0% 12.2% 12.2% 13.2% 13.2% 13.3% 13.3% 13.3% 12.8% 14.1% 12.2% 12.2% 14.1% 12.2% 15.2% 1	63.2% 65.5% 70.2% 66.5% 66.5% 66.3% 61.1% 63.4% 63.3% 63.9% 55.8% 66.0% 51.0% 54.4%	12.5% 13.5% 13.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.2% 10.5% 10	301 680 50 51 759 438 490 240 150 101 301 301 301 680 938 50 51 759 759	2.99 2.86 (Gcate: 1-4) (Gcate: 1-4) (Gcate: 1-4) 2.89 2.88 2.88 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3	3.00 3.00 3.00 Scale: 1-4) D 3.00 3.00 3.	1.29 1.04 tandard S eviation 0.65 0.80 0.84 0.84 0.87 0.86 0.84 0.87 0.86 0.84 0.86 0.84 0.88 0.81 0.85 0.55 0.59 0.55 0.90 0.65 0.90	0.07 0.04 tandard Error 0.02 0.13 0.06 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.03 0.03 0.03 0.03 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color I GBTQ Staff Fernale Male Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff Fernale Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 73.4% 80.5% 91.8% 95.8%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 76.5% 70.8% 76.5% 76.5% 76.5% 78.8% 93.6% 93.6% 93.6% 93.7% 93.4%	73.5% 82.2% 2023-24 84.8% 80.9% 83.9% 85.1% 83.2% 85.1% 83.2% 84.7% 86.9% 84.7% 84.9% 93.9% 93.9% 94.0% 93.8% 92.9%		3.5% 2.0% Strongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 2.5% 2.5% 0.4% 0.0% 0.0% 0.3% 0.6%	23.0% 15.8% Disagree 13.0% 17.0% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.6% 12.6%	57.0% 63.2% 63.2% 68.0% 66.0% 66.5% 59.2% 64.1% 68.1% 63.4% 63.4% 63.4% 63.4% 72.6% 58.8%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1% 24.7% 17.3% 19.1% 24.7% 12.3% 25.8% 23.1% 12.3% 35.1% 28.0% 38.8% 34.9%	220% 15.2% 13.0% 12.7% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 13.1% 12.2% 5.7% 6.6% 5.5% 6.6%	63.2% 65.0% 70.2% 66.0% 66.0% 65.2% 64.1% 63.4% 63.4% 63.9% 53.9% 53.9% 54.8% 64.0% 51.0% 54.4% 64.5%	16.5% 19.8% 19.8% 19.8% 19.8% 19.8% 24.5% 24.5% 22.4% 22.8% 22.8% 23.5% 23.5% 24.5% 23.9% 34.4%	301 680 50 51 759 179 438 490 240 150 101 301 680 938 50 51 759 179 438	2.99 2.86 (Gcale:1-4) (Scale:1-4) 2.88 3.04 3.00 2.88 3.04 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00	1.29 1.04 eviation 0.65 0.90 0.82 0.81 0.84 0.84 0.84 0.84 0.86 0.88 0.88 0.88 0.88 0.88 0.88 0.88	0.07 0.04 tandard Error 0.13 0.13 0.03 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.03 0.03 0.03 0.04	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES This school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 10-19 Years Certified, Non-Affiliated, Administration Staff Hourly Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff Female All Respondents Person of Color LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years Certified, Non-Affiliated, Administration Staff Hourly Staff this school/building recognize students for positive behavior. LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 78.9% 80.6% 73.4% 80.5% 91.8% 92.6% 88.5%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 70.8% 70.8% 70.8% 77.4% 72.8% 77.4% 72.8% 78.8% 93.6% 88.6% 91.7% 93.7% 93.4% 93.4%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 83.9% 83.9% 84.7% 84.7% 84.9% 84.9% 93.9% 93.9% 93.9% 93.9% 93.9% 93.9% 93.9% 92.9%		3.5% 2.0% Strongly C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 1.4% 2.5% 2.6% 1.4% 2.5% 2.6% 1.4% 0.0% 0.0% 0.0% 0.0% 0.5% 0.5%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 13.2% 12.6% 14.2% 13.2% 13.1% 12.6% 5.7% 6.0% 5.1% 5.8% 6.6%	57.0% 63.2% Agree 65.0% 66.0% 66.0% 67.8% 68.1% 68.1% 68.1% 63.4% 63.4% 61.7% 72.6% 58.8% 66.0% 51.0% 59.7% 54.4% 58.8%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 24.7% 17.3% 24.7% 17.3% 23.1% 12.3% 23.1% 12.3% 23.5.1% 28.0% 38.8% 34.9% 34.2%	220% 15.8% 15.8% 12.0% 12.0% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 15.2% 5.2% 5.2% 5.2% 5.2% 5.8% 5.8% 5.8% 5.8% 5.8% 5.8%	63.2% 65.0% 70.2% 66.0% 65.2% 67.8% 62.1% 63.1% 63.3% 63.9% 63.0% 55.0% 56.0% 54.0% 54.4% 54.5% 56.2%	12.5% 13.5% 13.5% 10.5% 14.6% 15.5% 15.5% 14.6% 15.5% 14.6% 15.3% 15.5% 15	301 680 50 51 759 179 438 490 240 240 150 101 301 680 938 50 51 51 759 179 438 490	2.99 2.86 (Gcate:1-0) (Gcate:1-0) 2.89 2.88 3.04 3.06 3.00 2.99 3.14 2.95 3.06 3.00 2.99 3.14 2.95 3.06 3.00 2.99 3.14 2.95 3.06 3.00 2.99 3.14 2.95 3.06 3.00 2.99 3.14 2.95 3.06 3.00 2.99 3.14 2.95 3.06 3.00 2.99 3.14 3.05 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00	1.29 1.04 eviation 0.65 0.80 0.80 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.85 0.55 0.55 0.55 0.90 0.87 0.89 0.85 0.90	0.07 0.04 tandard Error 0.02 0.13 0.03 0.04 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.03 0.03 0.03 0.03 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color Fernale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. LGBTQ Staff Fernale Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. LGBTQ Staff Fernale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 4-9 Years	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 72.6% 73.4% 80.6% 91.8% 95.8%	63.6% 76.9% 2022-23 74.4% 80.4% 73.1% 73.1% 75.1% 75.5% 76.5% 76.5% 76.5% 76.8% 86.6% 91.7% 93.6% 93.6%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 83.9% 83.9% 83.9% 84.9% 89.7% 84.8% 84.9% 93.9% 94.0% 93.9% 92.9% 92.9%		3.5% 2.0% Strongly Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 2.6% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5	23.0% 15.8% Disagree 13.0% 17.0% 13.2% 12.6% 13.2% 12.6% 13.2% 12.6% 13.2% 13.1% 12.8% 13.1% 12.8% 13.1% 12.6% 13.1% 15.8% 6.6% 6.6% 6.9% 5.2%	57.0% 63.2% 63.2% 70.2% 66.0% 65.5% 59.2% 67.8% 64.1% 63.2% 63.2% 63.2% 63.9% 61.7% 72.5% 59.2%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.5% 23.4% 25.8% 23.4% 23.4% 23.4% 23.4% 23.4% 23.4% 23.4% 28.8% 38.8% 34.4% 36.1%	220% 15.2% 13.0% 12.0% 12.7% 13.2% 12.2% 12.2% 12.2% 13.2% 12.2% 13.2% 12.6% 15.2% 5.5% 6.6% 5.5% 6.6%	63.2% 65.0% 70.2% 66.0% 66.0% 65.2% 64.1% 63.4% 63.4% 63.9% 53.9% 53.9% 54.8% 64.0% 51.0% 54.4% 64.5%	16.5% 19.8% 19.8% 19.8% 19.8% 19.8% 24.5% 24.5% 22.4% 22.8% 22.8% 23.5% 23.5% 24.5% 23.9% 34.4%	301 680 50 51 759 179 438 490 240 150 101 301 301 301 301 51 51 51 759 179 438 490 490 240	2.99 2.86 (cate: 1-4) (cate: 1-4) 2.88 3.04 3.00 2.88 3.04 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00 3.00 1edian S a.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 1.04 1.04 1.05 0.65 0.90 0.82 0.81 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.88 0.88	0.07 0.04 tandard Error 0.02 0.13 0.04 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.03 0.03 0.03 0.03 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. Person of Color LGBIQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 2-00 romer Years 2	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 75.6% 78.9% 80.6% 73.4% 80.5% 91.8% 92.6% 88.5%	63.6% 76.9% 2022-23 2022-23 80.4% 73.1% 73.1% 73.1% 73.5% 73.5% 73.5% 73.8% 73.8% 73.8% 73.8% 73.8% 73.8% 73.8% 93.6% 93.7% 93.7% 93.7% 93.7% 93.7% 93.6%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 83.9% 83.9% 84.7% 84.7% 84.9% 84.9% 93.9% 93.9% 93.9% 93.9% 93.9% 93.9% 93.9% 92.9%		3.5% 2.0% Strongty C 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 1.4% 2.5% 2.6% 1.4% 2.5% 2.5% 0.0% 0.0% 0.0% 0.0% 0.3% 0.5% 0.2%	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 14.2% 12.6% 14.2% 12.6% 5.6% 5.0% 6.0% 6.9% 5.2% 2.2%	57.0% 63.2% 63.2% 70.2% 66.0% 66.5% 59.2% 67.8% 68.1% 68.1% 68.1% 63.4% 63.4% 63.4% 63.4% 63.9% 51.0% 51.0% 51.0% 56.8% 56.8% 56.8% 56.8%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 24.7% 17.3% 19.1% 16.6% 23.4% 24.4% 25.6% 26.7%	220% 15.2% 13.0% 27.0% 24.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 13.7% 12.2% 13.7% 12.8% 13.7% 12.8% 13.7% 12.8% 13.7% 12.8% 15.5% 1	63.2% 70.2% 70.2% 66.0% 65.3% 65.3% 63.4% 63.5% 72.6% 56.8% 56.8% 56.5% 56.5% 56.5%	16.5% 19.5% 19.5% 19.5% 10.6% 24.7% 10.5% 24.7% 10.5% 22.4% 22.6% 23.5% 23.5% 34.5% 34.5% 34.5% 31.3%	301 680 50 51 759 179 438 490 240 150 101 301 680 680 680 50 51 51 759 179 438 50 51 51 759 179 438	2.99 2.86 (Scale:1-4) (Scale:1-4) 2.89 2.88 3.04 3.06 3.00 2.99 3.09 3.14 2.95 3.06 3.00 2.99 3.09 3.14 2.95 3.06 3.00 2.99 3.09 3.14 2.95 3.06 3.00 2.99 3.09 3.00 3.00 2.99 3.00 3.00 2.99 3.00 3.00 3.00 2.99 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 eviation 0.65 0.90 0.82 0.81 0.84 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.83 0.85 0.95 0.87 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.95 0.85 0.97 0.85 0.97 0.85 0.97 0.85 0.97 0.85 0.97 0.85 0.97 0.85 0.90 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.8	0.07 0.04 tandard Error 0.02 0.13 0.03 0.04 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.03 0.03 0.03 0.03 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree
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Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color Fernale Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. LGBTQ Staff Fernale Person of Color Houry Staff Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. LGBTQ Staff Fernale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 4-9 Years 1-0-19 Years 20 or more Years	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 72.6% 73.6% 80.6% 80.6% 91.8% 95.8% 91.8% 96.8% 91.8% 96.8% 91.4%	63.6% 70.9% 2022-23 74.4% 64.1% 73.1% 77.5% 76.5% 70.8% 70.8% 70.8% 70.8% 86.6% 93.6% 93.6% 93.6% 93.4% 93.0% 93.0% 93.0%	73.5% 82.2% 2023-24 84.8% 80.9% 80.0% 86.0% 83.9% 83.2% 84.7% 84.7% 84.9% 84.9% 93.8% 94.0% 93.8% 97.3% 97.3%		3.5% 2.0% 2.0% 5trongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 13.2% 12.6% 13.1% 5.7% 6.0% 10.2% 5.1% 5.8% 5.2% 5.2% 5.1%	57.0% 63.2% Agree 65.0% 66.0% 66.5% 59.2% 64.1% 64.1% 64.1% 63.4% 63.4% 61.7% 53.4% 58.5% 58.8% 66.0% 51.0% 59.7% 58.8% 66.2%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 14.0% 19.5% 19.1% 16.8% 23.4% 23.4% 23.4% 23.4% 23.1% 12.3% 35.1% 38.8% 38.8% 34.9% 39.2% 34.4% 36.7% 11.3%	220% 15.9% 15.9% 13.0% 12.0% 12.2% 12.2% 12.2% 12.2% 13.3% 12.2% 13.3% 12.2% 13.3% 12.2% 13.3% 12.2% 10.2% 1	63.2% 65.5% 70.2% 66.5% 66.5% 62.3% 63.3% 63.7% 63.7% 63.7% 53.8% 64.0% 54.0% 54.0% 55.8% 66.0% 55.8% 66.5% 66	12.5% 13.5% 13.5% 13.5% 13.5% 24.7% 13.5% 23.5% 22.3% 22.3% 22.3% 23.5% 23.5% 24.7% 13.5% 23.5% 23.5% 24.7% 25.5% 25	301 680 50 51 759 179 438 490 240 150 101 301 301 301 301 50 51 51 759 51 759 179 438 490 240 151	2.99 2.86 (Caele:1-4) (Scale:1-4) 2.89 2.88 3.04 3.00 2.99 3.00 3.00 2.99 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3	3.00 3.00 tedian S teate: 1-4) D 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.0	1.29 1.04 1.04 eviation 0.65 0.90 0.82 0.81 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.85 0.86 0.88 0.81 0.86 0.88 0.81 0.86 0.86 0.88 0.81 0.86 0.86 0.88 0.88 0.81 0.86 0.88 0.88 0.81 0.86 0.88 0.88 0.88 0.80 0.85 0.90 0.84 0.86 0.88 0.89 0.99 0.99 0.85 0.88 0.88 0.88 0.85 0.99 0.99 0.85 0.88 0.88 0.88 0.88 0.99 0.99 0.85 0.88 0.88 0.88 0.99 0.99 0.88 0.88 0.99 0.99 0.88 0.88 0.99 0.88 0.88 0.99 0.99 0.88 0.88 0.88 0.88 0.99 0.88 0.88 0.88 0.99 0.99 0.88 0.88 0.99 0.88 0.88 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.88 0.99 0.88 0.99 0.88 0.88 0.88 0.99 0.88 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.88 0.99 0.89	0.07 0.04 tandard Error 0.02 0.13 0.01 0.03 0.04 0.04 0.04 0.05 0.05 0.05 0.05 0.05	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff Houry Staff Houry Staff	64.3% 71.9% 2021-22 75.7% 66.7% 77.4% 75.6% 73.4% 80.5% 91.8% 95.8% 91.8% 94.7% 91.1%	63.6% 76.9% 2022-23 74.4% 80.4% 80.4% 73.1% 77.1% 77.1% 70.5% 77.4% 77.5% 78.8% 93.6% 93.6% 93.6% 93.6% 93.6% 93.0% 93.0% 93.0%	73.5% 82.2% 2028-24 2028-25 2028-24 20		3.5% 2.0% Strongly C Disagree 2.2% 2.1% 6.0% 2.4% 2.4% 2.4% 2.4% 2.6% 2.4% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 14.2% 12.6% 14.2% 12.6% 14.2% 12.6% 13.1% 12.6% 5.7% 6.0% 10.2% 5.1% 6.6% 5.1% 5.1% 5.1%	57.0% 63.2% Agree 55.0% 70.2% 66.5% 66.5% 66.5% 66.5% 66.5% 66.1% 61.7% 50.2% 66.0% 61.7% 50.2% 66.0% 50.7% 50	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 19.5% 19.1% 16.6% 23.4% 23.1% 12.3% 23.1% 12.3% 35.1% 28.0% 38.8% 34.9% 39.2% 34.4% 36.7% 36.7% 36.7% 36.7%	220% 15.9% 13.0% 27.0% 12.0% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 13.2% 13.1% 12.2% 13.1% 12.2% 13.1% 12.2% 13.2% 13.2% 14.1% 15.2% 1	63.2% 65.9% 70.2% 66.9% 54.2% 63.3% 63.9% 54.4% 54.9% 54.9% 54.9% 54.9% 54.9% 54.9% 54.9% 54.9% 55.7% 54.4% 55.7% 54.5% 55.7% 54.5% 55.7% 54.5% 55.7% 54.5% 55.7% 55	12.5% 13.5% 10.5% 10.5% 10.5% 10.5% 13.5% 13.5% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 14.2% 15	301 680 50 51 759 438 490 240 151 150 101 301 301 680 51 759 759 759 179 438 490 240 51 179 179 438 680	2.99 2.86 (Gaate: 1-4) (Gaate: 1-4) (Gaate: 1-4) 2.89 2.88 3.04 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00 1edian S acte: 1-4) 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.0	1.29 1.04 (viation) 0.65 0.90 0.82 0.81 0.86 0.84 0.84 0.84 0.84 0.84 0.84 0.88 0.88	0.07 0.04 tandard Error 0.02 0.13 0.06 0.04 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.02 0.03 0.04 0.04 0.04 0.05 0.04 0.05 0.04 0.04	The avg. response is Agree The avg. response is Agree Interpretation of the Mean Interpretation of the
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color Fernale Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff Fermale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff Termale 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff	64.3%, 71.9% 2021-22 75.7%, 66.7% 72.6% 72.6% 73.4% 80.6% 73.4% 80.5% 91.8% 95.8% 91.8% 91.8% 91.8%	63.6% 70.9% 2022-23 74.4% 80.4% 70.5% 77.1% 70.5% 77.3% 77.5% 77.5% 77.5% 77.5% 77.5% 77.5% 77.5% 77.8% 93.6	73.5% 82.2% 2018-24 80.9% 80.9% 80.0% 80.0% 83.9% 83.9% 84.8% 84.8% 84.8% 84.8% 84.8% 84.8% 94.0% 93.9% 94.0% 93.9% 93.5% 95.5%		3.5% 2.0% 5trongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.6% 14.2% 12.6% 14.2% 12.6% 5.3% 6.0% 6.0% 6.9% 5.2% 6.5% 6.5%	57.0% 63.2% 63.2% 70.2% 66.5% 66.5% 64.1% 68.1% 68.1% 68.1% 68.1% 63.4% 63.9% 61.7% 72.6% 58.8% 66.0% 51.0% 59.7% 56.8% 62.2%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 19.5% 24.7% 19.5% 24.7% 19.5% 23.1% 12.3% 35.1% 23.1% 12.3% 35.1% 38.8% 34.4% 36.6% 31.4%	220% 15.2% 13.0% 12.7% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 15.1% 12.2% 15.1% 12.2% 15.1% 15.1% 15.2% 5.5% 6.6% 15.5% 6.6% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5%	632% 66.0% 70.2% 66.0% 66.0% 64.1% 64.1% 64.1% 64.1% 64.1% 64.1% 64.1% 65.9% 65.9% 65.9% 66.0% 51.0% 56.8% 66.0% 55.0% 56.8% 66.0% 55.6% 56.8% 5	12.5% 39.9% 39.9% 30.6% 30.6% 30.5% 30.5% 30.5% 32.3% 22.3% 22.3% 22.3% 23.5% 34.6% 34.5% 35.5% 35.5% 35.5% 35.5%	301 680 50 51 759 179 438 490 240 150 101 301 680 50 51 759 308 50 51 779 438 490 240 210 51 759 179 438	2.99 2.86 (cale:1-4) (cale:1-4) (cale:1-4) 2.88 3.04 3.00 2.88 3.04 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 1.04 1.04 1.08 1.08 0.05 0.80 0.81 0.86 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.85 0.90 0.85 0.90 0.85 0.90 0.82 0.85 0.90 0.82 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.88 0.88 0.88 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.87 0.95 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.86 0.86 0.86 0.87 0.95 0.85 0.86 0.85 0.90 0.85 0.86 0.86 0.85 0.90 0.85 0.85 0.86 0.86 0.85 0.90 0.85 0.86 0.86 0.86 0.85 0.90 0.85 0.80 0.85 0.80 0.80 0.85 0.80 0.80 0.85 0.80 0	0.07 0.04 tandard Error 0.02 0.13 0.01 0.03 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.02 0.03 0.03 0.04 0.03 0.04 0.03 0.04 0.03 0.04 0.03 0.04 0.05 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree
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Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color Fernale Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff this school/building recognize students for positive behavior. All Respondents Person of Color LGBTQ Staff Fermale Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff Termale 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff	64.3% 71.9% 2021-22 75.7% 66.7% 72.6% 72.6% 72.6% 73.4% 80.6% 91.8% 95.8% 91.8% 95.8% 92.6% 88.5% 91.8% 92.1%	63.6% 70.9% 2022-23 74.4% 80.4% 70.5% 77.1% 70.5% 77.3% 77.5% 77.5% 77.5% 77.5% 77.5% 77.5% 77.5% 77.5% 77.5% 77.8% 93.6% 93.6% 93.6% 93.6% 93.6% 94.6% 94.6% 95.4% 95.2% 95.4%	73.5% 82.2% 2028-24 2028-24 84.8% 80.9% 80.9% 83.9% 83.9% 84.9% 94.9% 94.9% 94.9% 94.9% 94.9% 95.9% 95.9% 92.9% 93.5% 95.4%		3.5% 2.0% 5trongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.2% 13.6% 5.7% 6.0% 5.1% 5.8% 5.2% 6.6% 6.6% 6.5% 3.6%	57.0% 63.2% Agree 55.0% 70.2% 66.0% 66.0% 66.5% 66.5% 64.1% 66.6% 64.1% 66.6% 64.1% 65.2% 64.1% 65.2% 65.0% 56.8% 65.5% 66	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 19.5% 24.7% 19.5% 24.7% 19.5% 23.1% 12.3% 35.1% 23.1% 12.3% 35.1% 38.8% 34.4% 36.6% 31.4%	220% 15.8% 15.8% 27% 22% 22% 22% 22% 22%	63.2% 65.9% 70.2% 66.0% 66.5% 66.2% 67.3% 64.1% 64.1% 64.1% 64.1% 64.1% 65.9% 65	12.5% 13.5% 13.5% 10.6% 10.6% 15.5% 15.5% 15.5% 14.6% 15.5% 15	301 680 51 51 759 179 179 438 490 240 150 101 301 301 301 301 51 51 759 240 51 51 759 179 438 490 240 150 51	2.99 2.86 (cale:1-4) (cale:1-4) (cale:1-4) 2.88 3.04 3.00 2.88 3.04 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 1.04 1.04 1.08 1.08 0.05 0.80 0.81 0.86 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.85 0.90 0.85 0.90 0.85 0.90 0.82 0.85 0.90 0.82 0.84 0.86 0.84 0.86 0.84 0.86 0.84 0.86 0.88 0.88 0.88 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.87 0.95 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.90 0.85 0.86 0.86 0.86 0.87 0.95 0.85 0.86 0.85 0.90 0.85 0.86 0.86 0.85 0.90 0.85 0.85 0.86 0.86 0.85 0.90 0.85 0.86 0.86 0.86 0.85 0.90 0.85 0.80 0.85 0.80 0.80 0.85 0.80 0.80 0.85 0.80 0	0.07 0.04 tandard Error 0.02 0.13 0.01 0.03 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.03 0.02 0.03 0.03 0.04 0.03 0.04 0.03 0.04 0.03 0.04 0.03 0.04 0.05 0.03	The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES this school/building are clearly informed about school policles and procedures. Person of Color Person of Color Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years Certified, Non-Affiliated, Administration Staff Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff rules are applied equally to all students. All Respondents Person of Color Person of Color	64.3% 71.9% 2021-22 75.7% 66.7% 72.6% 72.6% 72.6% 73.4% 80.6% 91.8% 95.8% 91.8% 95.8% 92.6% 88.5% 91.8% 92.1%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 73.1% 73.1% 73.1% 73.1% 73.1% 73.1% 73.8% 72.8% 73.8% 72.8% 93.6% 88.6% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.6	73.5% 82.2% 2028-24 2028-24 84.8% 80.9% 80.0% 83.9% 84.8% 84.9% 84.9% 93.9% 84.9% 93.9% 94.0% 93.9% 94.0% 93.9% 94.0% 93.9% 94.0% 93.9% 94.0% 95.4%		3.5% 2.0% Strongly I Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 13.1% 12.6% 14.2% 13.1% 12.6% 5.7% 6.0% 5.1% 5.8% 6.6% 6.6% 6.6% 6.5% 3.6%	57.0% 63.2% Agree 55.0% 70.2% 66.0% 59.2% 66.1% 66.1% 64.1% 66.4% 64.1% 66.3% 64.1% 66.3% 64.1% 66.0% 59.2% 66.0% 59.7% 58.8% 66.0% 59.7% 58.8% 66.0% 59.7% 58.8% 66.0% 59.7% 59.7% 50.8% 50.5% 50	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 19.1% 16.6% 23.4% 23.1% 12.3% 23.1% 12.3% 35.1% 28.0% 35.1% 28.0% 36.7% 36.6% 31.3% 36.6% 31.3% 36.6% 31.3%	220% 15.2% 15.2% 13.0% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 13.3% 12.2% 13.3% 12.2% 13.3% 12.2% 13.5% 12.2% 13.5% 12.2% 15.5% 12.2% 15.5% 1	65.5% 70.2% 70.2% 66.5% 66.5% 66.3% 61.1% 61.1% 61.1% 61.2% 61.7% 50.9% 50	16.5% 19.6% 19.6% 19.6% 19.6% 10.6% 10.6% 10.5% 24.7% 10.5% 22.4% 22.3% 22.3% 22.3% 22.3% 22.3% 22.3% 22.3% 23.5% 23.5% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.3% 31.3% 36.7% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 31.3% 35.3% 36.3% 31.3% 31.3% 36.3% 31.3% 31.3% 36.3% 31.3%	301 680 50 51 759 179 438 490 240 101 301 301 50 51 51 51 50 51	2.99 2.86 (cale:1-4) (cale:1-4) 2.89 2.88 3.04 3.06 3.00 2.99 3.04 3.00 2.99 3.00 2.99 3.04 2.95 3.00 3.00 2.99 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.29 3.22 3.20 3.22 3.29 3.22 3.29 3.22 3.20 3.22 3.20 3.22 3.20 3.22 3.22	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 1.04 1.04 1.04 1.04 1.04 1.04 1.04	0.07 0.04 tandard Error 0.02 0.13 0.01 0.03 0.04 0.04 0.04 0.05 0.07 0.09 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.03	The avg. response is Agree The avg. response is Strongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff PRACTICES this school/building are clearly informed about school policies and procedures. All Respondents Person of Color LGSIQ Staff Female Male Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Female Male LGSIQ Staff this school/building recognize students for positive behavior. All Respondents Person of Color Female Male Student Services (SPED, ELL, TAG, Migran Educator, etc.) 1-3 Years 20 or more Years 30 or Male Years 30 or Years 30 or Years 30 or Years 30 or Male Years 30 or Male Years 30 or Years 30 or Years 30 or Years 30 or Year	64.3% 71.9% 2021-22 75.7% 66.7% 72.6% 72.6% 73.6% 80.6% 73.6% 91.8% 95.8% 91.8% 95.8% 92.6% 88.5% 91.8% 95.8% 92.1%	63.6% 76.9% 76.9% 2022-23 74.4% 80.4% 80.4% 77.1% 77.1% 77.1% 77.1% 76.5% 77.8% 76.5% 86.6% 93.7% 93.6% 93.7% 93.6% 93.7% 93.6% 94.0% 92.4%	73.5% 82.2% 2028-24 2028-24 2028-24 84.8% 80.9% 80.9% 83.9% 83.9% 84.9% 93.6% 94.9% 93.6% 93.6% 94.9% 93.3% 94.9% 93.3% 95.5% 65.2%		3.5% 2.0% 5trongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.6% 2.6% 1.4% 1.4% 1.0% 2.5% 0.4% 0.0% 0.3% 0.0% 0.5% 0.2% 1.1% 1.1% 1.1% 1.2% 2.6% 2.6% 2.6% 1.4% 2.6% 2.6% 1.4% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6% 2.6	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.7% 13.2% 12.6% 14.2% 12.6% 14.2% 12.6% 14.2% 13.1% 13.1% 13.1% 13.1% 13.1% 13.6% 6.0% 10.2% 6.0% 10.2% 6.6% 3.6% 5.2% 6.5% 3.6% 3.6%	57.0% 63.2% Agree 65.0% 70.2% 70.2% 66.0% 59.2% 66.5% 63.5% 63.5% 63.4% 63.9% 63.4% 63.9% 63	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 19.5% 19.1% 12.3% 24.7% 19.1% 12.3% 23.1% 23.1% 23.1% 23.1% 23.1% 23.1% 23.1% 23.1% 23.1% 23.1% 23.5% 23.1% 23.5% 23.1% 23.5% 24.5% 23.5% 24.5% 25%	220% 15.2% 13.0% 12.7% 12.7% 12.2% 12.2% 12.2% 13.1% 12.2% 13.1% 12.2% 15.3% 15.1% 15.5% 5.5% 5.5% 5.5% 5.5% 5.5% 5	63.2% 66.0% 70.2% 66.0% 66.0% 64.1% 64.1% 64.1% 64.1% 63.9% 63.9% 63.9% 63.9% 64.1% 64.1% 64.1% 64.1% 64.1% 65.9% 65	16.5% 19.8% 19.8% 19.8% 19.8% 24.7% 13.5% 22.4% 23.5% 23.5% 23.6% 34.4% 34.4% 34.4% 34.4% 34.4% 34.4% 34.4% 34.5% 35.5% 35	301 680 50 51 759 179 438 490 240 150 101 301 680 50 51 759 179 438 490 51 759 179 101 301 680 51 51 51 50 51 759 179 438	2.99 2.86 (Scale:1-0) (Scale:1-0) 2.89 2.89 2.89 2.89 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.0	3.00 3.00	1.29 1.04 1.04 1.04 1.04 1.07 0.65 0.90 0.82 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.84 0.88 0.83 0.81 0.85 0.95 0.95 0.95 0.85 0.95 0.85 0.85 1.00 0.85 1.05 1.10 1.10 1.10 1.08	0.07 0.04 tandard Error 0.02 0.13 0.01 0.03 0.06 0.04 0.04 0.05 0.07 0.09 0.05 0.07 0.09 0.05 0.03 0.03 0.03 0.03 0.03 0.04 0.04 0.04	The avg. response is Agree The avg. response is Stongly Agree
Certified, Non-Affiliated, Administration Staff Houry Staff EPRACTICES this school/building are clearly informed about school policles and procedures. Person of Color Person of Color Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff this school/building recognize students for positive behavior. LGBTQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years Certified, Non-Affiliated, Administration Staff Person of Color LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff rules are applied equally to all students. All Respondents Person of Color Person of Color	64.3% 71.9% 2021-22 75.7% 66.7% 72.6% 72.6% 73.4% 80.5% 80.5% 91.8% 95.8% 91.8% 95.8% 92.6% 93.2% 93.6% 94.7% 91.7% 92.1%	63.6% 76.9% 2022-23 74.4% 80.4% 64.1% 73.1% 73.1% 73.1% 73.1% 73.1% 73.1% 73.1% 73.8% 72.8% 73.8% 72.8% 93.6% 88.6% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.6	73.5% 82.2% 2028-24 2028-24 84.8% 80.9% 80.9% 83.9% 84.9% 84.9% 93.9% 84.9% 93.9% 94.0% 93.9% 93.9% 93.9% 92.9% 93.3% 93.3% 93.3% 93.3%		3.5% 2.0% 2.0% 5trongty C Disagree 2.2% 2.1% 6.0% 1.4% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5% 2.5	23.0% 15.8% Disagree 13.0% 17.0% 14.0% 12.7% 13.2% 12.6% 14.2% 12.8% 13.1% 12.6% 13.1% 12.6% 5.7% 6.0% 10.2% 5.7% 6.6% 6.6% 6.6% 6.5% 3.6% 6.5% 3.6% 6.5% 3.6% 2.7% 2.6% 2.7%	57.0% 63.2% Agree 65.0% 70.2% 66.0% 66.5% 66.5% 66.5% 66.41% 66.6% 66.41% 66.0% 59.2% 66.1% 59.2% 66.0% 59.7% 55.8% 60.5% 56.8% 56.7% 56.8% 50.0% 50.0% 50.0%	16.5% 19.0% Strongly Agree 19.8% 10.6% 14.0% 19.5% 14.0% 23.4% 23.1% 12.3% 23.1% 12.3% 23.1% 12.3% 35.1% 28.0% 35.1% 28.0% 36.7% 36.6% 31.3% 36.6% 31.3% 36.6% 31.4%	220% 15.2% 15.2% 13.0% 12.7% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 12.2% 13.3% 12.2% 13.3% 12.2% 13.3% 12.2% 13.5% 12.2% 13.5% 12.2% 15.5% 12.2% 15.5% 1	65.5% 70.2% 70.2% 66.5% 66.5% 66.3% 61.1% 61.1% 61.1% 61.2% 61.7% 50.9% 50	16.5% 19.6% 19.6% 19.6% 19.6% 10.6% 10.6% 10.5% 24.7% 10.5% 22.4% 22.3% 22.3% 22.3% 22.3% 22.3% 22.3% 22.3% 23.5% 23.5% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 36.7% 36.6% 31.3% 31.3% 36.7% 36.6% 31.3% 31.3% 36.7% 36.6% 31.3% 31.3% 36.7% 36.6% 31.3% 31.3% 36.7% 36.6% 31.3% 31.3% 36.7% 36.6% 31.3% 36.7% 36.3% 31.3% 36.7% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 36.3% 31.3% 35.3%	301 680 50 51 759 179 438 490 240 150 101 301 301 301 51 55 51 759 179 438 438 490 51 51 50 51 150 101 301 301 301 301 301 301 301 301 30	2.99 2.86 (cale:1-4) (cale:1-4) 2.89 2.88 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	1.29 1.04 1.04 1.04 1.04 1.04 1.04 1.05 1	0.07 0.04 tandard Error 0.02 0.13 0.01 0.03 0.04 0.04 0.04 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.05 0.03 0.04 0.04 0.04 0.05 0.05 0.05 0.05 0.05	The avg. response is Agree The avg. response is Strongly Agree

20 or more Years																		
	52.8%	56.6%	64.3%		7.1%	28.6%	48.0%	16.3%	7.1%	28.6%	48.0%	16.3%	101	2.73	3.00	0.93	0.09	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	64.5%	57.1%	64.6%		7.2%	28.2%	45.6%	19.0%		28.2%	45.6%	19.0%	301	2.78	3.00	1.24	0.07	The avg. response is Agree
Hourly Staff	60.6%	64.6%	67.8%		9.2%	23.0%	48.7%	19.2%	9.2%	23.0%	48.7%	19.2%	680	2.76	3.00	1.04	0.04	The avg. response is Agree
73 School discipline is fair.																		
All Respondents	64.6%	59.1%	68.5%		7.7%	23.8%	50.3%	18.2%	7.7%	23.8%	50.3%	18.2%	869	2.79	3.00	0.83	0.03	The avg. response is Agree
Person of Color	58.3%	57.1%	67.4%		6.5%	26.1%	52.2%	15.2%	6.5%	26.1%	52.2%	15.2%	50	2.76	3.00	1.07	0.15	The avg. response is Agree
LGBTQ Staff		64.7%	47.8%		13.0%	39.1%	37.0%	10.9%	13.0%	39.1%	37.0%	10.9%	51	2.46	2.00	1.10	0.15	The avg. response is Disagree
Female		58.1%	67.6%	~	7.4%	25.1%	50.1%	17.4%	7.4%	25.1%	50.1%	17.4%	759	2.78	3.00	1.16	0.04	The avg. response is Agree
					6.4%				6.4% 18.6		52.6%	22.4%						
Male		63.4%	75.0%			18.6%	52.6%	22.4%		24.2%	49.5%	18.7%	179	2.91	3.00	1.24	0.09	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	59.3%	60.3%	68.2%		7.6%	24.2%	49.5%	18.7%					438	2.79	3.00	1.14	0.05	The avg. response is Agree
2 1-3 Years	64.1%	60.2%	69.7%		7.2%	23.1%	49.2%	20.5%		3.1%	49.2%	20.5%	490	2.83	3.00	1.22	0.06	The avg. response is Agree
4-9 Years	66.3%	57.1%	64.3%		9.4%	26.3%	53.5%	10.8%	9.4%	26.3%	53.5%	10.8%	240	2.66	3.00	1.13	0.07	The avg. response is Agree
10-19 Years	64.5%	58.5%	69.3%		7.3%	23.4%	46.0%	23.4%	7.3% 2	3.4%	46.0%	23.4%	150	2.85	3.00	1.15	0.09	The avg. response is Agree
20 or more Years	62.8%	60.0%	71.1%		6.7%	22.2%	54.4%	16.7%	6.7% 22	.2%	54.4%	16.7%	101	2.81	3.00	1.15	0.11	The avg. response is Agree
Certified, Non-Affiliated, Administration Staff	64.7%	56.7%	68,4%	~	7.4%	24.2%	50.2%	18.1%	7.4%	4.2%	50.2%	18.1%	301	2.78	3.00	1.32	0.08	The avg. response is Agree
Hourly Staff	63.9%	66.1%	68.7%		8.5%	22.8%	50.4%	18.3%	8.5%	22.8%	50.4%	18.3%	680	2.79	3.00	1.10	0.04	The avg. response is Agree
74 This school/building effectively handles student discipline and behavior problems.																		
All Respondents	52.1%	46.4%	59,9%		10.6%	29.5%	45.0%	14.9%	10.6%	29.5%	45.0%	14.9%	902	2.64	3.00	0.86	0.03	The avg. response is Agree
Person of Color	50.0%	45.5%	63.8%		6.4%	29.8%	48.9%	14.9%	6.4%	29.8%	48.9%	14.9%	50	2.72	3.00	1.01	0.14	The avg. response is Agree
LGBTQ Staff	00.070	41.7%	49.0%		14.3%	36.7%	38.8%	10.2%	14.3%	36.7%	38.8%	10.2%	51	2.45	2.00	0.98	0.14	The avg. response is Disagree
Female	1	41.7%	49.0% 60.4%		14.5%	29.1%	45.4%	15.0%	10.5%	29.1%	45.4%	15.0%		2.45	3.00	1.11	0.14	
	+						45.4%	15.0%	7.7%	31.5%	44.0%	16.7%	759	2.65	3.00		0.04	The avg. response is Agree
Male	1	49.7%	60.7%		7.7%	31.5%										1.04		The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	47.5%	50.0%	60.3%		9.1%	30.5%	44.3%	16.0%	9.1%	30.5%	44.3%	16.0%	438	2.67	3.00	1.08	0.05	The avg. response is Agree
e 1-3 Years	52.7%	48.8%	64.3%		10.1%	25.6%	47.3%	17.0%	10.1%	25.6%	47.3%	17.0%	490	2.71	3.00	1.13	0.05	The avg. response is Agree
4-9 Years	53.6%	43.6%	55.7%		10.0%	34.2%	43.4%	12.3%	10.0%	34.2%	43.4%	12.3%	240	2.58	3.00	1.08	0.07	The avg. response is Agree
10-19 Years	48.8%	46.5%	55.9%		11.2%	32.9%	42.0%	14.0%	11.2%	32.9%	42.0%	14.0%	150	2.59	3.00	1.01	0.08	The avg. response is Agree
20 or more Years	52.3%	43.9%	54.3%	~	13.8%	31.9%	42.6%	11.7%	13.8%	31.9%	42.6%	11.7%	101	2.52	3.00	1.06	0.11	The avg. response is Agree
5 Certified. Non-Affiliated. Administration Staff	51.0%	42.6%	59.5%	~	11.2%	29.3%	44.7%	14.8%	11.2%	29.3%	44.7%	14.8%	301	2.67	3.00	1.20	0.07	The avg. response is Agree
Hourly Staff	53.2%	57.1%	60.8%		9.2%	30.0%	45.8%	15.0%	9.2%	30.0%	45.8%	15.0%	680	2.63	3.00	1.04	0.04	The avg. response is Agree
Thomas Stan	55.270	57.170	00.070		3.270	30.070	43.070	13.070	0.2.75	00.070			000	2.05	5.00	1.04	0.04	The avg. Tesponse is Agree
5 Staff at this school/building work together to ensure an orderly environment.																		
All Respondents	78.1%	77.6%	84.0%	/	3.3%	12.7%	62.1%	21.9%	12.7%		62.1%	21.9%	951	3.03	3.00	0.69	0.02	The avg. response is Agree
Person of Color	83.3%	76.6%	86.0%		2.0%	12.0%	70.0%	16.0%	12.0%		70.0%	16.0%	50	3.00	3.00	0.61	0.02	
	83.3%			~					14.3%		63.3%	18.4%						The avg. response is Agree
LGBTQ Staff		71.1%	81.6%		4.1%	14.3%	63.3%	18.4%					51	2.96	3.00	0.90	0.13	The avg. response is Agree
Female		77.4%	84.4%		3.3%	12.3%	62.6%	21.8%	12.3%		62.6%	21.8%	759	3.03	3.00	0.85	0.03	The avg. response is Agree
Male		79.1%	85.1%		1.7%	13.2%	60.9%	24.1%	13.2%		60.9%	24.1%	179	3.07	3.00	0.83	0.06	The avg. response is Agree
Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	76.5%	78.0%	86.7%		2.9%	10.5%	65.3%	21.4%	10.5%		65.3%	21.4%	438	3.05	3.00	0.87	0.04	The avg. response is Agree
1-3 Years	0.4.404							0.4.404	11.6%		61.3%	24.4%						The our response is Arres
		80.2%	85.7%		2.7%	11.6%	61.3%						490	3.07	3.00	0.84	0.04	
	81.4%	80.2%	85.7% 84.0%		2.7%	11.6%	61.3%	24.4%	13.0%		66.2%		490	3.07	3.00	0.84	0.04	The avg. response is Agree
4-9 Years	78.0%	78.6%	84.0%		3.0%	13.0%	66.2%	17.7%	13.0%		66.2%	17.7%	240	2.99	3.00	0.86	0.06	The avg. response is Agree
4-9 Years 10-19 Years	78.0% 73.4%	78.6% 72.9%	84.0% 79.3%		3.0% 6.2%	13.0% 14.5%	66.2% 57.9%	17.7% 21.4%	13.0%		66.2% 57.9%	17.7% 21.4%	240 150	2.99 2.94	3.00 3.00	0.86	0.06	The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years	78.0% 73.4% 75.3%	78.6% 72.9% 72.5%	84.0% 79.3% 82.8%		3.0% 6.2% 2.0%	13.0% 14.5% 15.2%	66.2% 57.9% 62.6%	17.7% 21.4% 20.2%	13.0% 14.5% 15.2%		66.2% 57.9% 62.6%	17.7% 21.4% 20.2%	240 150 101	2.99 2.94 3.01	3.00 3.00 3.00	0.86 0.93 0.78	0.06 0.08 0.08	The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff	78.0% 73.4% 75.3% 78.8%	78.6% 72.9% 72.5% 77.0%	84.0% 79.3% 82.8% 83.5%		3.0% 6.2% 2.0% 3.0%	13.0% 14.5% 15.2% 13.5%	66.2% 57.9% 62.6% 60.4%	17.7% 21.4% 20.2% 23.1%	13.0% 14.5% 15.2% 13.5%		66.2% 57.9% 62.6% 60.4%	17.7% 21.4% 20.2% 23.1%	240 150 101 301	2.99 2.94 3.01 3.00	3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94	0.06 0.08 0.08 0.05	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years	78.0% 73.4% 75.3%	78.6% 72.9% 72.5%	84.0% 79.3% 82.8%		3.0% 6.2% 2.0%	13.0% 14.5% 15.2%	66.2% 57.9% 62.6%	17.7% 21.4% 20.2%	13.0% 14.5% 15.2%		66.2% 57.9% 62.6%	17.7% 21.4% 20.2%	240 150 101	2.99 2.94 3.01	3.00 3.00 3.00	0.86 0.93 0.78	0.06 0.08 0.08	The avg. response is Agree The avg. response is Agree The avg. response is Agree
4 49 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff	78.0% 73.4% 75.3% 78.8% 76.6%	78.6% 72.9% 72.5% 77.0% 79.1%	84.0% 79.3% 82.8% 83.5% 85.3%		3.0% 6.2% 2.0% 3.0% 3.9%	13.0% 14.5% 15.2% 13.5% 10.9%	66.2% 57.9% 62.6% 60.4% 66.3%	17.7% 21.4% 20.2% 23.1% 18.9%	13.0% 14.5% 15.2% 13.5%		66.2% 57.9% 62.6% 60.4%	17.7% 21.4% 20.2% 23.1%	240 150 101 301	2.99 2.94 3.01 3.00 3.04	3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81	0.06 0.08 0.08 0.05 0.03	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff	78.0% 73.4% 75.3% 78.8% 76.6%	78.6% 72.9% 72.5% 77.0%	84.0% 79.3% 82.8% 83.5% 85.3%	Spark Line	3.0% 6.2% 2.0% 3.0% 3.9% Strongly	13.0% 14.5% 15.2% 13.5%	66.2% 57.9% 62.6% 60.4% 66.3%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly	13.0% 14.5% 15.2% 13.5%		66.2% 57.9% 62.6% 60.4%	17.7% 21.4% 20.2% 23.1%	240 150 101 301	2.99 2.94 3.01 3.00 3.04 Mean	3.00 3.00 3.00 3.00 3.00 Median	0.86 0.93 0.78 0.94 0.81 Standard S	0.06 0.08 0.05 0.03 tandard	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree
4.9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff DMMUNICATION	78.0% 73.4% 75.3% 78.8% 76.6%	78.6% 72.9% 72.5% 77.0% 79.1%	84.0% 79.3% 82.8% 83.5% 85.3%	Spark Line (not to scale)	3.0% 6.2% 2.0% 3.0% 3.9%	13.0% 14.5% 15.2% 13.5% 10.9%	66.2% 57.9% 62.6% 60.4% 66.3%	17.7% 21.4% 20.2% 23.1% 18.9%	13.0% 14.5% 15.2% 13.5%		66.2% 57.9% 62.6% 60.4%	17.7% 21.4% 20.2% 23.1%	240 150 101 301	2.99 2.94 3.01 3.00 3.04	3.00 3.00 3.00 3.00 3.00 Median	0.86 0.93 0.78 0.94 0.81 Standard S	0.06 0.08 0.08 0.05 0.03	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree
4.9 Years 10-19 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff OMMUNICATION There is a system in place for staff to find critical ECASD information.	78.0% 73.4% 75.3% 78.8% 76.6% 2021-22	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23	84.0% 79.3% 82.8% 83.5% 85.3%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly	13.0% 14.5% 15.2% 13.5% 10.9% Disagree	66.2% 57.9% 62.6% 60.4% 66.3% Agree	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree	13.0% 14.5% 15.2% 13.5%		66.2% 57.9% 62.6% 60.4%	17.7% 21.4% 20.2% 23.1%	240 150 101 301 680	2.99 2.94 3.01 3.00 3.04 Mean	3.00 3.00 3.00 3.00 3.00 S.00	0.86 0.93 0.78 0.94 0.81 Standard S	0.06 0.08 0.05 0.03 tandard	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean
4-9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff OMMUNICATION There is a system in place for staff to find critical ECASD information. All Respondents	78.0% 73.4% 75.3% 78.8% 76.6% 2021-22 83.0%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9%	13.0% 14.5% 15.2% 13.5% 10.9%		66.2% 57.9% 62.6% 60.4% 66.3%	17.7% 21.4% 20.2% 23.1% 18.9% 18.9%	240 150 101 301 680 887	2.99 2.94 3.01 3.00 3.04 <u>Mean</u> (Scale: 1-4) (S	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation	0.06 0.08 0.08 0.05 0.03 tandard Error	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree
4 4 9 Years 10-19 Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff OMMUNICATION There is a system in place for staff to find critical ECASD information. All Respondents Person of Color	78.0% 73.4% 75.3% 78.8% 76.6% 2021-22	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9% 15.6%	13.0% 14.5% 15.2% 13.5% 10.9%		66.2% 57.9% 62.6% 60.4% 66.3% 75.6%	17,7% 21.4% 20.2% 20.2% 18.9% 18.9% 15.9%	240 150 101 301 680 887 50	2.99 2.94 3.01 3.00 3.04 Mean (Scate: 1-4) (S 3.06 3.11	3.00 3.00 3.00 3.00 3.00 Median icale: 1-4) 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03	0.06 0.08 0.05 0.05 0.03 tandard Error 0.02 0.15	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff OMMUNICATION There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LoB1Q Staff	78.0% 73.4% 75.3% 78.8% 76.6% 2021-22 83.0%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9% 15.6% 16.3%	13.0% 14.5% 15.2% 13.5% 10.9% 6.5% 4.4% 7.0%		66.2% 57.5% 60.4% 66.3% 75.6% 80.0% 75.7%	17,7% 21.4% 20.2% 23.1% 18.9% 15.9% 15.9% 15.6%	240 150 101 301 680 887 50 51	2.99 2.94 3.01 3.00 (Scate: 1-4) (S 3.06 3.11 3.09	3.00 3.00 3.00 3.00 3.00 3.00 Median icate: 1-4) 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22	0.06 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff OMMUNICATION There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LGBIQ Staff Female Female Female Female	78.0% 73.4% 75.3% 78.8% 76.6% 2021-22 83.0%	78.6% 72.9% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0% 0.0% 1.5%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0% 6.2%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.3%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9% 15.6% 16.3% 16.0%	13.0% 14.5% 15.2% 13.5% 10.9% 6.5% 4.4% 7.0% 6.2%		66.2%, 57.9%, 62.0%, 66.3%, 75.6%, 86.0%, 78.7%, 78.7%, 78.7%,	17,7% 21.4% 20.2% 23.1% 18.9% 15.9% 15.9% 15.6% 16.3%	240 150 101 301 680 887 50 51 759	2.99 2.94 3.01 3.00 3.04 (Scale: 1-4) (S 3.06 3.11 3.09 3.07	3.00 3.00 3.00 3.00 3.00 3.00 Median icate: 1-4) 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22 1.02	0.06 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-39 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff OMMUNICATION There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LGBTQ Staff Female LGBTQ Staff Female LGBTQ Staff Female	78.0% 73.4% 75.3% 78.8% 76.6% 2021-22 83.0% 81.8%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0% 81.7%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 90.2%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0% 0.0% 0.0% 3.7%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0% 6.2% 6.1%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.7% 76.3% 73.2%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9% 15.6% 16.3% 16.0% 17.1%	13.0% 14.5% 15.2% 13.5% 10.9% 6.5% 6.2% 6.1%		62.% 57.9% 62.8% 60.5% 66.3% 78.5% 78.3% 78.3% 78.3%	17.7% 21.4% 20.2% 23.1% 18.9% 15.6% 15.6% 16.3% 16.3% 16.0%	240 150 101 301 680 887 50 51 759 179	2.99 2.94 3.01 3.00 3.04 (Scale: 1-4) (S 3.06 3.11 3.09 3.07 3.04	3.00 3.00 3.00 3.00 3.00 Median scate: 1-4) 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22 1.02 1.03	0.06 0.08 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04 0.08	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
	78.0% 73.4% 75.3% 78.8%78.8% 78.8%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 86.0% 85.0% 85.0% 81.7% 84.3%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 90.2% 92.4%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0% 0.0% 1.5% 1.5% 1.8%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0% 6.2% 6.1% 5.9%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.3% 76.3% 73.2% 77.6%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.6% 16.3% 16.0% 17.1%	13.0% 14.5% 15.2% 13.5% 10.9% 6.5% 6.5% 6.1% 5.9%		66.2%, 57.3%, 62.6%, 66.4%, 66.3%, 75.6%, 80.0%, 75.6%, 76.7%, 76.2%, 73.2%, 77.2%,	12.7% 21.4% 20.2% 23.1% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5%	240 150 101 301 680 887 50 51 759 179 438	2.99 2.94 3.01 3.00 (Scale: 1-4) (S 3.06 3.11 3.09 3.07 3.04 3.05	3.00 3.00 3.00 3.00 3.00 Median icate: 1-4) 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22 1.02 1.03 1.05	0.06 0.08 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04 0.08 0.05	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff There is a system in place for staff to find critical ECASD information. All Respondents Person of Colori LGBTQ Staff Female Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	78.0% 73.4% 75.3% 78.8% 76.6% 81.8% 81.8% 84.1% 86.0%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 80.6% 81.7% 84.3% 83.7%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 90.2% 92.4%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0% 0.0% 1.5% 3.7% 1.8% 1.4%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 6.2% 6.2% 6.2% 6.4%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.7% 73.2% 77.6%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9% 15.6% 16.3% 16.0% 17.1% 14.8%	13.0% 14.5% 13.5% 13.9% 4.4% 7.0% 6.2% 6.1% 5.9% 6.4%		62.% 57.9% 62.0% 60.4% 66.3% 75.6% 76.7% 76.7% 74.3% 77.2%	12.7% 21.4% 20.2% 23.1% 18.9% 18.9% 16.3% 16.5% 12.7% 18.6% 12.7%	240 150 101 880 887 50 51 55 51 759 179 438 490	2.99 2.94 3.01 3.00 3.04 (Scale: 1-4) (S 3.06 3.11 3.09 3.07 3.06 3.05 3.11	3.00 3.00 3.00 3.00 3.00 Median icale: 1-4) 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22 1.03 1.22 1.03 1.05 1.10	0.06 0.08 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04 0.08 0.05 0.05	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
A - 9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff DMMUNICATION There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LicBIQ Staff Female Male Student Services (SPED, ELL, TAG, Migrant Educator, etc.)	78.0% 73.4% 75.3% 76.6% 2021-22 83.0% 81.8% 84.1% 86.0% 84.6%	78.6% 72.9% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0% 81.7% 84.3% 83.7% 83.9%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 90.2% 92.4% 92.2%		3.0% 6.2% 3.0% 3.9% Strongly Disagree 1.9% 0.0% 0.0% 0.0% 0.0% 1.5% 3.7% 1.8% 1.4% 2.3%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 6.2% 6.2% 6.2% 6.4% 6.3%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.3% 73.2% 77.6% 81.1%	17.7% 21.4% 20.2% 23.1% Strongly Agree 15.9% 15.6% 16.3% 16.0% 17.1% 14.8% 19.7%	13.0% 14.5% 13.5%		66.2% 57.9% 62.8% 60.4% 66.3% 75.6% 75.6% 75.7% 75.5% 72.5% 72.5% 72.5% 51.5%	12.7% 21.4% 2.5.2% 23.1% 15.9% 15.9% 15.9% 15.9% 15.0% 14.0% 12.7% 14.0% 12.7% 14.4%	240 150 101 301 680 51 51 759 179 438 490 240	2.99 2.94 3.01 3.00 (Scate: 1-4) (S 3.06 3.11 3.09 3.07 3.04 3.01 3.04 3.05 3.11 3.00	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.78 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22 1.02 1.03 1.05 1.10 0.93	0.06 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04 0.08 0.05 0.05 0.05 0.06	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
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4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff Certified, Non-Affiliated, Administration Staff Hourly Staff There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LoBIQ Staff Hourly Staff Administration Staff Hourly Staff LoBIQ Staff LO	78.0% 73.4% 75.3% 76.6% 2021-22 83.0% 81.8% 84.1% 86.0% 84.6% 78.3%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0% 81.7% 84.3% 83.7% 83.7% 83.9%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 90.2% 92.4% 92.2% 91.4% 88.9%		3.0% 6.2% 2.0% 3.0% 3.9% Disagree 1.9% 0.0% 0.0% 1.5% 3.7% 1.8% 1.4% 2.3% 2.2%	13.0% 14.5% 15.2% 15.2% 10.9% Disagree 6.5% 4.4% 6.2% 6.1% 5.9% 6.4% 6.3% 8.9%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.7% 76.3% 77.2% 81.1% 73.3%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.9% 15.6% 16.3% 16.3% 16.3% 16.3% 14.8% 19.7% 19.4% 10.4% 15.6%	13.0% 14.0% 15.2% 13.5% 13.9% 4.4% 7.0% 6.2% 6.1% 5.9% 6.4% 5.9% 6.3% 8.9%		62.% 57.9% 62.8% 60.4% 66.3% 75.6% 75.5% 72.5% 72.2% 72.5% 72.5% 72.5% 72.5%	12.7% 21.4% 2.0.2% 23.1% 18.9% 18.9% 16.9% 16.9% 10.3% 16.9% 12.3% 10.6% 12.7% 13.6% 10.3% 10.4% 13.8%	240 150 101 301 680 887 50 51 759 179 438 490 240 150	2.99 2.94 3.01 3.00 (Scate: 1-4) (Scate: 1-4) (Scate: 1-4) 3.06 3.01 3.01 3.04 3.04 3.05 3.01 3.01 3.00 3.02	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.22 1.02 1.02 1.03 1.10 0.93 1.06	0.06 0.08 0.05 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04 0.05 0.05 0.05 0.06 0.09	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
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A - 9 Years 10-19 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff There is a system in place for staff to find critical ECASD Information. MUNICATION There is a system in place for staff to find critical ECASD Information. Multiple Staff Staff	78.0% 73.4% 75.3% 78.8% 76.6% 81.8% 81.8% 84.1% 84.1% 84.6% 84.6% 84.6% 84.6% 84.6% 84.6% 84.9%	78.6% 72.9% 72.9% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0% 81.7% 84.3% 83.7% 83.9% 83.5%	84.0% 79.3% 82.8% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 92.4% 92.2% 91.4% 88.9% 92.5% 90.9%		3.0% 6.2% 2.0% 3.0% 3.0% Strongly Disagree 1.9% 0.0% 0.0% 1.5% 3.7% 1.8% 1.4% 2.2% 3.2%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 6.2% 6.1% 5.9% 6.4% 6.3% 8.9% 6.3% 8.9%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 77.6% 73.2% 71.6% 72.5% 81.1% 73.3% 80.6%	17.7% 21.4% 20.2% 23.1% Strongly Agree 15.6% 16.3% 16.0% 17.1% 16.3% 10.4% 15.6% 11.8%	12.0% 14.0% 15.2% 13.5% 13.5% 10.9% 4.4% 5.0% 6.2% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3%		66.2%, 57.3%, 62.6%, 66.3%, 66.3%, 75.6%, 80.0%, 75.6%, 75.5%, 75.5%, 75.3%, 72.5%, 81.1%, 72.3%, 81.1%, 73.3%, 73.3%, 73.3%, 73.3%, 74.1%,	12.7% 21.4% 22.2% 23.1% 18.9% 15.9% 15.9% 16.0% 27.3% 18.0% 27.3% 18.0% 21.8% 11.8%	240 150 101 301 680 50 51 51 759 179 438 490 240 150 101 301	2.99 2.94 3.01 3.00 3.04 (Scate: 1-4) (S 3.06 3.07	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.02 1.03 1.05 1.10 0.93 1.06 0.93 1.13	0.06 0.08 0.08 0.05 0.03 tandard Error 0.15 0.17 0.17 0.17 0.17 0.17 0.19 0.15 0.17 0.10 0.05 0.05 0.06 0.00 0.00 0.00 0.00 0.0	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
A - 9 Years 10-19 Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff There is a system in place for staff to find critical ECASD Information. MUNICATION There is a system in place for staff to find critical ECASD Information. Multiple Staff Staff	78.0% 73.4% 75.3% 78.8% 76.6% 81.8% 81.8% 84.1% 84.1% 84.6% 84.6% 84.6% 84.6% 84.6% 84.6% 84.9%	78.6% 72.9% 72.9% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0% 81.7% 84.3% 83.7% 83.9% 83.5%	84.0% 79.3% 82.8% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 92.4% 92.2% 91.4% 88.9% 92.5% 90.9%		3.0% 6.2% 2.0% 3.0% 3.0% Strongly Disagree 1.9% 0.0% 0.0% 1.5% 3.7% 1.8% 1.4% 2.2% 3.2%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 6.2% 6.1% 5.9% 6.4% 6.3% 8.9% 6.3% 8.9%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 77.6% 73.2% 71.6% 72.5% 81.1% 73.3% 80.6%	17.7% 21.4% 20.2% 23.1% Strongly Agree 15.6% 16.3% 16.0% 17.1% 16.3% 10.4% 15.6% 11.8%	12.0% 14.0% 15.2% 13.5% 13.5% 10.9% 4.4% 5.0% 6.2% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3%		66.2%, 57.3%, 62.6%, 66.3%, 66.3%, 75.6%, 80.0%, 75.6%, 75.5%, 75.5%, 75.3%, 72.5%, 81.1%, 72.3%, 81.1%, 73.3%, 73.3%, 73.3%, 73.3%, 74.1%,	12.7% 21.4% 22.2% 23.1% 18.9% 15.9% 15.9% 16.0% 27.3% 18.0% 27.3% 18.0% 21.8% 11.8%	240 150 101 301 680 50 51 51 759 179 438 490 240 150 101 301	2.99 2.94 3.01 3.00 3.04 (Scate: 1-4) (S 3.06 3.07	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.02 1.03 1.05 1.10 0.93 1.06 0.93 1.13	0.06 0.08 0.08 0.05 0.03 tandard Error 0.15 0.17 0.17 0.17 0.17 0.17 0.19 0.15 0.17 0.10 0.05 0.05 0.06 0.00 0.00 0.00 0.00 0.0	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-39 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. The District Update is an effective way to communicate with staff.	78.0% 73.4% 75.3% 78.8% 76.6% 83.0% 81.8% 84.1% 84.1% 84.6% 84.6% 84.6% 84.5%	78.6% 72.9% 77.0% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 85.0% 81.7% 83.9% 83.9% 83.5% 83.5%	84.0% 79.3% 83.5% 85.3% 2023-24 91.5% 95.6% 93.0% 92.3% 90.2% 92.4% 92.2% 91.4% 88.9% 92.5% 90.9% 93.1%		3.0% 6.2% 3.0% 3.0% Strongly Disagree 1.9% 0.0% 1.5% 1.9% 1.9% 1.4% 2.2% 2.2% 2.2% 1.1%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0% 6.2% 6.1% 5.9% 6.4% 6.3% 8.9% 6.3% 6.9% 5.7%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.3% 77.6% 77.5% 81.1% 81.1% 81.1% 73.3%	17.7% 21.4% 20.2% 23.1% 18.9% Strongly Agree 15.6% 15.6% 16.3% 16.3% 16.3% 10.4% 15.6% 11.8% 15.6% 11.8%	12.0% 14.0% 15.2% 13.5% 13.5% 10.9% 4.4% 5.0% 6.2% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3%		66.2%, 57.3%, 62.6%, 66.3%, 66.3%, 75.6%, 80.0%, 75.6%, 75.5%, 75.5%, 75.3%, 72.5%, 81.1%, 72.3%, 81.1%, 73.3%, 73.3%, 73.3%, 73.3%, 74.1%,	21.7% 21.4% 2.0.2% 2.1% 35.9% 35.9% 35.6% 15.6% 10.7% 30.4% 30.6% 31.4% 30.6% 31.4%	240 150 101 301 680 50 51 759 179 438 490 240 150 101 101 301 680	2.29 2.24 3.01 3.04 (Seate:1-1) (S 3.06 3.01 3.06 3.01 3.06 3.01 3.05 3.01 3.00 3.05 3.01 3.00 3.05 3.01 3.00 3.05	3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 0.55 1.03 1.02 1.02 1.03 1.05 1.10 0.93 1.06 0.97 1.13 0.99	0.06 0.08 0.08 0.05 0.03 tandard Error 0.15 0.15 0.17 0.04 0.08 0.05 0.05 0.05 0.05 0.09 0.09 0.07 0.04	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-39 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Houry Staff There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. There is a system in place for staff to find critical ECASD information. All Respondents 10-19 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff The District Update is an effective way to communicate with staff. Person of Color	78.0% 73.4% 75.3% 76.8% 76.6% 83.0% 81.8% 84.1% 86.0% 84.6% 84.6% 81.9% 85.0%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 86.0% 80.6% 85.0% 81.7% 84.3% 83.7% 83.3% 83.5% 83.5% 83.5% 83.5%	84.0% 79.3% 82.8% 83.5% 85.3% 91.5% 95.6% 93.0% 92.3% 90.2% 92.4% 92.2% 91.4% 88.9% 92.5% 90.9% 93.1%		3.0% 6.2% 2.0% 3.0% 3.0% Strongly I Disagree 1.0% 0.0% 1.5% 3.7% 1.8% 1.6% 2.2% 2.2%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0% 6.2% 6.4% 5.9% 6.4% 6.3% 6.3% 6.3% 6.3% 6.9% 5.7%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.3% 77.6% 77.6% 72.5% 81.1% 73.3% 80.6% 74.1% 79.3%	17.7% 21.4% 20.2% 33.1% 18.9% Strongly Agree 15.9% 16.3% 16.3% 16.3% 16.0% 17.1% 14.8% 19.7% 14.8% 19.7% 14.8% 13.8% 13.8%	12.0% 24.5% 15.2% 13.5% 13.5% 13.5% 13.5% 13.5% 6.5% 6.5% 6.5% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3		66.2% 57.9% 62.8% 60.4% 66.3% 75.6% 75.6% 75.7% 75.7% 75.7% 72.5% 72	21.7% 22.6% 20.2% 23.1% 35.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5%	240 150 101 301 887 50 51 759 179 438 490 240 150 101 101 301 680 948 50	2.99 2.94 3.00 3.04 (Seate:1-1) (S 3.06 3.01 3.06 3.01 3.06 3.01 3.00 3.02 3.01 3.00 3.02 3.05 3.01 3.00 3.05 3.05 3.05	3.00 3.00	0.86 0.93 0.78 0.94 0.81 Deviation 0.55 1.03 1.02 1.03 1.02 1.03 1.02 1.03 1.05 1.10 0.93 0.93 0.93 0.93 0.93 0.93 0.94 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.81 0.94 0.95 0	0.06 0.08 0.08 0.05 0.03 tandard Error 0.02 0.15 0.17 0.04 0.08 0.05 0.06 0.09 0.10 0.07 0.04 0.09 0.10 0.07 0.04	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree The avg. response is Agree
4-9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff Certified, Non-Affiliated, Administration Staff Hourly Staff There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LioB1Q Staff Extremate Student Services (SPED, ELL, TAG, Migrant Educator, etc.) 1-3 Years 10-19 Years Certified, Non-Affiliated, Administration Staff Hourly Staff The District Update is an effective way to communicate with staff. All Respondents Person of Color Color Color Color Color Col	78.0% 73.4% 75.3% 76.8% 76.6% 83.0% 81.8% 84.1% 86.0% 84.6% 84.6% 81.9% 85.0%	78.6% 72.9% 77.0% 79.1% 2022-23 84.0% 86.0% 80.6% 80.6% 81.7% 84.3% 84.3% 84.3% 83.7% 84.3% 83.5% 85.5%	84.0% 79.3% 82.8% 83.5% 85.3% 91.5% 95.6% 93.0% 92.2% 91.4% 88.9% 92.2% 91.4% 88.9% 93.1%		3.0% 6.2% 2.0% 3.0% 3.0% 5trongly I Disagree 1.9% 0.0% 0.0% 0.0% 1.6% 3.7% 1.4% 1.4% 2.2% 2.2% 2.2% 1.1%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 6.2% 6.4% 6.2% 6.4% 6.3% 8.9% 4.3% 5.7% 14.9% 8.7% 24.5%	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.3% 73.2% 81.1% 72.5% 81.1% 72.5% 81.1% 73.3% 80.6% 74.1% 79.3% 60.0% 61.2%	17.7% 21.4% 20.2% 31% 18.9% Strongly Agree 15.9% 15.6% 16.0% 17.1% 15.6% 16.0% 17.1% 14.8% 19.7% 10.4% 15.6% 11.8% 16.8% 13.8%	12.0% 12.2% 12.2% 12.5% 12.5% 12.5% 12.9% 6.5% 6.5% 6.2% 6.3% 6.3% 6.3% 6.3% 6.3% 5.5% 14.9%		62.% 57.9% 62.0% 60.4% 66.3% 75.6% 76.5% 76.5% 76.5% 75.5% 72.5% 81.1% 72.5% 81.1% 72.3% 80.6% 74.3% 72.3%	12.7% 21.4% 2.0.2% 2.0.3% 23.1% 18.9% 18.9% 18.9% 18.9% 19.9% 19.4% 19.4%	240 150 101 301 680 50 51 759 179 438 490 240 150 101 301 301 680 948 50 51	2.29 2.24 3.01 3.04 (Scate: 1-4) (S 3.06 3.11 3.09 3.07 3.04 3.05 3.01 3.00 3.02 3.01 3.00 3.02 3.05 3.05 3.05 3.05 3.05 3.05 3.05 3.05	3.00 3.00	0.86 0.93 0.78 0.94 0.81 Deviation 1.03 1.02 1.03 1.02 1.03 1.05 1.02 1.03 1.05 1.03 1.05 1.03 1.05 1.03 1.05 1.03 1.05 1.03 1.05 1.03 1.05 1.03 1.02 1.03 1.05 1.03 1.02 1.03 1.02 1.03 1.05 1.03 1.02 1.03 1.03 1.02 1.03 1.03 1.03 1.02 1.03 1.03 1.03 1.03 1.03 1.03 1.03 1.03	0.06 0.08 0.08 0.03 tandard Error 0.02 0.15 0.17 0.04 0.05 0.05 0.05 0.05 0.06 0.06 0.00 0.10 0.07 0.02 0.10 0.07 0.02	The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree The avg. response is Agree Interpretation of the Mean The avg. response is Agree The avg. response is Agree
A 9 Years 10-19 Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff There is a system in place for staff to find critical ECASD Information. All Respondents Person of Color LOBIQ Staff Certified, Non-Affiliated, Administration Staff All Respondents Student Services (SPED, ELL, TAG, Migrant Educator, etc.) The District Update is an effective way to communicate with staff. All Respondents Person of Color LOBIQ Staff	78.0% 73.4% 75.3% 76.8% 76.6% 83.0% 81.8% 84.1% 86.0% 84.6% 84.6% 81.9% 85.0%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 86.0% 85.0% 81.7% 84.3% 83.3% 83.3% 83.5% 83.5% 83.5% 80.8% 80.8% 83.6%	84.0% 79.3% 82.8% 83.5% 85.3% 2023-24 91.5% 95.6% 92.3% 92.2% 92.2% 92.2% 92.2% 92.2% 93.1% 88.9% 92.5% 90.9% 93.1%		3.0% 6.2% 2.0% 3.0% 3.9% Strongly Disagree 1.9% 0.0% 0.0% 1.9% 1.9% 1.9% 2.2% 1.1% 2.2% 1.1% 2.2% 1.1%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 6.7% 6.2% 6.1% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 8.9% 5.7% 14.9%	66.2% 57.9% 62.6% 60.4% 60.4% 60.4% Agree 75.6% 80.0% 76.3% 76.3% 76.3% 73.2% 77.5% 81.1% 73.3% 80.6% 74.1% 74.1% 73.3%	17.7% 21.4% 20.2% 33.1% 18.9% Strongly Agree 15.9% 16.0% 16.0% 16.0% 16.0% 16.0% 16.8% 13.8%	12.0% 12.2% 13.2% 13.2% 13.5% 13.9% 4.4% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 6.3% 14.1% 14.1%	14	6.2%, 57.9%, 62.0%, 62.0%, 66.3%, 75.6%, 80.0%, 75.6%, 75.5%, 75.5%, 75.5%, 72%	22.5% 23.5% 23.5% 23.5% 23.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5% 15.5%	240 150 101 301 680 50 51 759 179 438 490 240 150 101 301 680 	2.99 2.94 3.01 3.00 (Scain: 1-4) (S 3.06 3.01 3.07 3.07 3.04 3.05 3.01 3.00 3.02 3.01 3.00 3.02 3.05 3.05 3.05 3.05 3.05 3.05 3.05 3.05	3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation S 1.03 1.05 1.03 1.05 1.10 0.93 1.05 1.10 0.93 1.05 1.10 0.93 1.05 1.10 0.93 1.05 1.10 0.93 1.05 1.10 0.93 1.05 1.03 1.05 1.03 1.06 0.93 1.05 1.05 1.05 1.05 1.05 1.05 1.05 1.05	0.06 0.08 0.08 0.05 0.03 tandard Error 0.02 0.15 0.07 0.04 0.05 0.05 0.05 0.06 0.09 0.10 0.07 0.04 0.04 0.04 0.05	The avg. response is Agree The avg. response is Agree
	78.0% 73.4% 75.3% 76.8% 76.6% 2021-22 83.0% 81.8% 81.8% 84.1% 86.0% 84.6% 86.0% 81.8% 85.0% 85.0%	78.6% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 86.0% 85.0% 83.7% 83.9% 83.7% 83.9% 83.5% 85.5% 88.6% 85.5%	84.0% 79.3% 82.8% 85.2% 85.2% 85.5% 85.5% 92.2% 91.5% 92.3% 92.3% 92.2% 92.3% 92.2% 93.0% 92.4% 92.2% 93.1% 92.4% 93.1% 88.9% 83.2% 83.1% 71.4% 83.2%		3.0% 6.2% 2.0% 3.0% 3.0% Strongly I Disagree 1.9% 0.0% 0.0% 0.0% 1.5% 3.7% 2.2% 2.2% 2.2% 2.2% 1.1% 3.2% 2.2% 3.3% 2.2% 3.4% 5.4% 5.4%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 4.4% 7.0% 6.7% 6.1% 5.9% 6.4% 6.3% 6.3% 6.3% 6.3% 5.7% 14.9% 8.7% 24.5% 14.5%	66.2% 57.9% 62.6% 60.4% 60.4% 60.4% 80.0% 76.3% 76.3% 76.3% 72.5% 81.1% 72.5% 81.1% 79.3% 80.6% 72.3% 73.3% 73.3% 80.6% 73.9% 61.2% 66.1%	17.7% 21.4% 20.2% 33.9% Strongly Agree 15.9% 16.3% 16.3% 16.3% 16.3% 16.3% 10.4% 15.6% 10.4% 13.8% 12.8% 10.2% 13.8%	12.0% 12.2% 13.2% 13.5% 13.5% 13.5% 13.5% 13.5% 4.5% 4.5% 6.5% 6.5% 6.5% 6.5% 14.0% 5.7% 14.0% 14.5% 14.5%		62.% 57.4% 62.8% 60.4% 66.3% 75.5% 75.5% 72.5% 7	12.7% 21.4% 2.0.2% 2.1.5% 15.9% 15.9% 15.6% 16.6% 15.5% 12.4% 15.6% 12.4% 13.6%	240 150 101 301 680 50 51 150 150 150 150 150 150	2.29) 2.24 3.01 3.00 3.04 (Scale: 1-) (S 3.06 3.11 3.06 3.07 3.04 3.05 3.01 3.05 3.01 3.06 3.05 3.01 3.06 3.05 3.01 3.06 3.05 3.01 3.06 3.05 3.01 3.00 3.02 3.01 3.00 3.05 3.01 3.00 3.05 3.01 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00	0.86 0.93 0.78 0.94 0.81 Standard S Deviation 5 1.02 1.03 1.02 1.03 1.05 1.10 0.93 1.05 1.10 0.93 1.05 1.13 0.93 1.05 1.13 0.93 1.05 1.13 0.93 1.05 1.13 0.93 1.05 1.13 0.93 1.05 1.05 1.05 1.05 1.05 1.05 1.05 1.05	0.06 0.08 0.03 1 tandard Error 0.02 0.15 0.17 0.04 0.05 0.05 0.05 0.05 0.05 0.06 0.05 0.06 0.05 0.05	The avg. response is Agree The avg. response is Agree
A - 9 Years 10-19 Years 20 or more Years 20 or more Years 20 or more Years 20 or more Years Certified, Non-Affiliated, Administration Staff Hourly Staff There is a system in place for staff to find critical ECASD information. All Respondents Person of Color LicBTQ Staff Female Maile Student Services (SPED, ELL, TAG, Migrant Educator, etc.) Lory Years Certified, Non-Affiliated, Administration Staff Hourly Staff The District Update is an effective way to communicate with staff. All Respondents Person of Color LicBTQ Staff Houry Staff The District Update is an effective way to communicate with staff. All Respondents Person of Color LicBTQ Staff Houry Staff Student Services (SPED, ELL, TAG, Migrant Educator, etc.) LicBTQ Staff Houry Staff Maile Student Services (SPED, ELL, TAG, Migrant Educator, etc.) LicBTQ Staff Houry Staff Staff Staff Staff, LicBTQ Staff, Migrant Educator, etc.) LicBTQ Staff Houry Staff Staff Staff, LicBTQ Staff, Migrant Educator, etc.)	78.0% 73.4% 75.3% 75.3% 78.8% 76.6% 81.8% 81.8% 84.6% 84.6% 84.6% 84.6% 84.6% 84.5% 81.9% 81.9% 81.9% 85.0%	78.6% 72.9% 72.5% 77.0% 79.1% 2022-23 84.0% 86.0% 86.0% 86.0% 81.7% 83.7% 83.7% 83.5% 83.5% 83.5% 83.5% 83.5% 83.6% 72.7% 83.6% 72.7%	8.40% 79.3% 82.8% 85.2% 85.3% 85.3% 85.3% 85.3% 93.5% 93.4% 93.4% 93.4% 88.9% 93.1% 88.9% 93.1% 88.9% 83.1% 83.2% 93.1% 83.2%		3.0% 6.2% 2.0% 3.3% Strongly 1 Disagree 1.9% 0.0% 1.9% 1.9% 2.7% 1.8% 2.2% 3.2% 2.2% 1.1% 1.8% 2.2% 3.2% 5.4% 3.3%	13.0% 14.5% 15.2% 13.5% 10.9% Disagree 6.5% 6.4.4% 6.1% 5.9% 6.1% 6.4% 6.1% 5.9% 6.4% 6.1% 5.9% 6.4% 6.3% 8.9% 8.9% 4.3% 6.9% 5.9% 4.3% 6.9% 4.3% 6.9% 4.3% 6.2% 5.9% 6.1% 6.1% 5.9% 6.1% 6.1% 6.1% 6.2% 6.1% 6.1% 6.2% 6.1% 6.2% 6.1% 6.2% 6.1% 6.2% 6.2% 6.2% 6.1% 6.2% 6.2% 6.2% 6.1% 6.2% 6.2% 6.2% 6.2% 6.2% 6.1% 6.2% 6.2% 6.2% 6.2% 6.1% 6.2% 6.2% 6.2% 6.1% 6.2% 6.2% 6.2% 6.2% 6.2% 6.2% 6.2% 6.2	66.2% 57.9% 62.6% 60.4% 66.3% Agree 75.6% 80.0% 76.7% 76.3% 77.6% 77.2% 81.1% 77.8% 72.5% 81.1% 73.3% 80.6% 64.1% 73.9%	17.7% 21.4% 20.2% 33.1% 18.9% Strongly Agree 15.6% 15.6% 16.3% 16.3% 16.3% 16.3% 17.1% 16.3% 16.3% 13.8% 13.8% 12.2%	12.0% 12.0% 12.5% 12.5% 12.5% 12.9% 4.4% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 6.5% 14.9% 5.7% 14.9% 5.7% 14.9%	×	62.% 57.9% 62.6% 62.6% 66.3% 75.6% 75.6% 75.7% 75.5% 72.5% 72.5% 81.5% 72.5% 81.5% 74.1% 72.3% 85.6% 74.1% 72.9% 65.6% 74.1% 75.9% 65.2% 66.1% 71.1%	12.7% 21.4% 22.5% 22.3% 22.1% 18.9% 18.9% 16.6% 11.5% 12.3% 19.7% 19.7% 19.7% 19.6% 19.7% 19.6% 19.5% 19.2%	240 150 101 301 680 50 51 759 179 438 490 240 150 150 101 301 301 660 948 50 151 759 179 438 438 490 240 151 150 151 150 151 150 151 151	2.299 2.244 3.001 3.044 (Scale: 1-4) (S 3.06 3.111 3.009 3.07 3.044 3.05 3.01 3.005 3.01 3.005 3.01 3.005 3.01 3.005 3.01 3.005 3.01 3.005 3.01 3.00 3.00 3.00 3.00 3.00 3.00 3.00	3.00 3.00	0.86 0.93 0.78 0.94 0.81 0.81 0.81 0.81 0.81 1.03 1.03 1.02 1.03 1.02 1.03 1.02 1.03 1.05 1.02 1.03 1.05 1.02 1.03 1.05 1.02 1.03 1.05 1.02 1.03 1.05 1.03 1.05 1.02 1.03 1.05 1.03 1.02 1.03 1.05 1.03 1.02 1.03 1.02 1.03 1.02 1.03 1.05 1.03 1.02 1.03 1.02 1.03 1.02 1.03 1.03 1.02 1.03 1.03 1.02 1.03 1.03 1.03 1.02 1.03 1.03 1.02 1.03 1.03 1.02 1.03 1.03 1.03 1.02 1.03 1.03 1.02 1.03 1.03 1.03 1.03 1.03 1.03 1.03 1.03	0.06 0.08 0.08 0.05 0.03 tandard Error 0.02 0.15 0.07 0.04 0.05 0.05 0.05 0.05 0.05 0.05 0.05	The avg. response is Agree The avg. response is Agree
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