Q1. How familiar are you with our strategic plan?

<table>
<thead>
<tr>
<th>Answer</th>
<th>N</th>
<th>Value</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - Not familiar</td>
<td>90</td>
<td>1</td>
<td>6.62%</td>
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<tr>
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<tr>
<td>3</td>
<td>88</td>
<td>3</td>
<td>6.47%</td>
<td></td>
</tr>
<tr>
<td>4 - Somewhat familiar</td>
<td>313</td>
<td>4</td>
<td>23.01%</td>
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</tr>
<tr>
<td>5</td>
<td>221</td>
<td>5</td>
<td>16.25%</td>
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</tr>
<tr>
<td>6</td>
<td>221</td>
<td>6</td>
<td>16.25%</td>
<td></td>
</tr>
<tr>
<td>7 - Very familiar</td>
<td>338</td>
<td>7</td>
<td>24.85%</td>
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</tr>
<tr>
<td>Total: 1,360</td>
<td></td>
<td></td>
<td></td>
<td>Weighted Score: 4.84</td>
</tr>
</tbody>
</table>

Q2. Proposed recommendations to support this objective:

- Investigate materials to support adopted curriculums, emphasizing support for students who need extra help
- Provide all student materials to all students, so all students have equal access to learning

How well will proposals, such as those listed above and others, help achieve Goal 1 Objective 1?

<table>
<thead>
<tr>
<th>Answer</th>
<th>N</th>
<th>Value</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
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<td>28</td>
<td>1</td>
<td>1.93%</td>
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<tr>
<td>2</td>
<td>108</td>
<td>2</td>
<td>7.44%</td>
<td></td>
</tr>
<tr>
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<td>363</td>
<td>3</td>
<td>25.02%</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>518</td>
<td>4</td>
<td>35.70%</td>
<td></td>
</tr>
<tr>
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<td>434</td>
<td>5</td>
<td>29.91%</td>
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<tr>
<td>Total: 1,451</td>
<td></td>
<td></td>
<td></td>
<td>Weighted Score: 3.84</td>
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</table>
Q3. Proposed recommendations to support this objective:
- Provide ways for students to be productive during rides to and from school
- Create more after school activities (e.g. sports, clubs, and tutoring) and provide activity buses so all students can participate
- Increase pathways to graduation that reflect the career interests of students

How well will these proposals help achieve Goal 1 Objective 2?

<table>
<thead>
<tr>
<th>Answer</th>
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<th>Value</th>
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<td>32</td>
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<td>2.21%</td>
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<td>2</td>
<td>109</td>
<td>2</td>
<td>7.54%</td>
<td></td>
</tr>
<tr>
<td>3 - Somewhat</td>
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<tr>
<td>4</td>
<td>507</td>
<td>4</td>
<td>35.06%</td>
<td></td>
</tr>
<tr>
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<td>5</td>
<td>32.02%</td>
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<tr>
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<td></td>
<td></td>
<td><strong>Weighted Score: 3.87</strong></td>
</tr>
</tbody>
</table>

Q4. Proposed recommendations to support this objective:
- Maintain lower class sizes
- Create a single sign-on portal for students to access all their digital materials

How well will these proposals help achieve Goal 1 Objective 3?

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<tr>
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</thead>
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<tr>
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<td>1</td>
<td>1.65%</td>
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<tr>
<td>2</td>
<td>78</td>
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<td>5.36%</td>
<td></td>
</tr>
<tr>
<td>3 - Somewhat</td>
<td>280</td>
<td>3</td>
<td>19.24%</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>451</td>
<td>4</td>
<td>31.00%</td>
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</tr>
<tr>
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</table>
Comments and Additional Ideas for **Goal 1**:

- Continue to fund, and possibly expand, SEL counselors
- Look for ways to improve student engagement, especially with the new career learning clusters
- Provide more professional learning to support adopted curriculums, and improve teacher facility with those curriculums
- Make all schools meals free, and emphasize healthy food options and eating habits
- Provide school-based summer programming to help students maintain their learning; consider a 12-month school calendar
- School-bus assistants to help monitor students while the driver is driving
- Focus on student behavior outside the classroom, especially as it relates to school safety and student well-being
- Prioritize new school facilities in the northern feeder pattern
- Provide classroom TAs based on enrollment (e.g., classes above 22 students have a TA) rather than grade level
- Consider how to connect students and their families to community resources within the school environment
- Additional learning opportunities for parents related to the school- and/or division-adopted materials so they can support their child(ren)
- Add recess time to middle school
- Create embedded translator positions at schools instead of relying on tele-translation services
- Provide more clarity about what education for high-ability students looks like across the division
- Increase intervention staffing for every school

**Q6. Proposed recommendations to support this objective:**

- Make Social-Emotional Learning counselor position permanent to ensure all students have access to school counseling services
- Add adaptive play equipment to playgrounds, make play spaces accessible for students with special physical needs
- Curate diverse literacy resources that can be distributed to families to build libraries at home

**How well will these proposals help achieve Goal 2 Objective 1?**

<table>
<thead>
<tr>
<th>Answer</th>
<th>N</th>
<th>Value</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>1 - Not at All</td>
<td>34</td>
<td>1</td>
<td>2.39%</td>
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<tr>
<td>2</td>
<td>106</td>
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<td>7.44%</td>
<td></td>
</tr>
<tr>
<td>3 - Somewhat</td>
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<td>4</td>
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<td>5</td>
<td>39.23%</td>
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</tbody>
</table>

*Total: 1,425*  
*Weighted Score: 3.98*
Q7. Proposed recommendations to support this objective:
- Create more support structures for staff (i.e. more TAs in more classes, bus aides, hall monitors)
- Investigate ways to better connect ACPS students and families with community-based resources
- Add family support liaisons in schools to help families in need

How well will these proposals help achieve Goal 2 Objective 2?

<table>
<thead>
<tr>
<th>Answer</th>
<th>N</th>
<th>Value</th>
<th>%</th>
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</thead>
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<td>27</td>
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<td>1.88%</td>
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</tr>
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<tr>
<td>4</td>
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<td>32.71%</td>
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<tr>
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<td></td>
<td></td>
<td>Weighted Score: 4.13</td>
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</tbody>
</table>

Comments and Additional Ideas for **Goal 2**:
- Collaborate with community groups/organizations to provide more services at school sites to help families access them
- Make support positions full-time to attract more applicants, and give them responsibilities that will reduce teacher workload
- Expand pre-K opportunities (classrooms available at every elementary school)
- Increase staff compensation and incentivize retention across all positions
- Offer better/more mental health support to staff
- Increase access (both financial and spaces available) to after-school activities, including EDEP, with transportation available
Q9. Proposed recommendations to support this objective:

- Offer more early contracts for hard to fill positions (e.g. special education, high school math)
- Hire more bus drivers, Teaching Assistants, and permanent substitute teachers
- Create on-boarding and support programs for specialized staff in school buildings (e.g. bookkeepers and lead custodians)
- Maintain market competitiveness for staff compensation

How well will these proposals help achieve Goal 3 Objective 1?

<table>
<thead>
<tr>
<th>Answer</th>
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<th>Value</th>
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<td>4</td>
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<tr>
<td>5 - Very well</td>
<td>765</td>
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<td>52.90%</td>
</tr>
</tbody>
</table>

Total: 1,446  Weighted Score: 4.30

Q10. Proposed recommendations to support this objective:

- Audit school facilities to evaluate where inequities in resources (i.e. playgrounds, field quality, parking) are and how to bring facilities to greater consistency
- Establish a long-term plan to move away from fossil fuels
- Look into ways to update classrooms to create more small group or individual learning spaces

How well will these proposals help achieve Goal 3 Objective 2?

<table>
<thead>
<tr>
<th>Answer</th>
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<td>2</td>
<td>103</td>
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<td>7.22%</td>
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<td>313</td>
<td>3</td>
<td>21.93%</td>
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<tr>
<td>4</td>
<td>451</td>
<td>4</td>
<td>31.60%</td>
</tr>
<tr>
<td>5 - Very well</td>
<td>519</td>
<td>5</td>
<td>36.37%</td>
</tr>
</tbody>
</table>

Total: 1,427  Weighted Score: 3.91
Q11. Proposed recommendations to support this objective:
- Examine job responsibilities across non-credentialed positions
- Establish a care closet stocked with coats, hygiene supplies, and snacks so all students have their basic needs met at school
- Digitize historical student records to make them more permanent and readily accessible

How well will these proposals help achieve Goal 3 Objective 3?

<table>
<thead>
<tr>
<th>Answer</th>
<th>N</th>
<th>Value</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - Not at All</td>
<td>38</td>
<td>1</td>
<td>2.67%</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>106</td>
<td>2</td>
<td>7.46%</td>
<td></td>
</tr>
<tr>
<td>3 - Somewhat</td>
<td>363</td>
<td>3</td>
<td>25.55%</td>
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<tr>
<td>4</td>
<td>480</td>
<td>4</td>
<td>33.78%</td>
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<tr>
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<td>434</td>
<td>5</td>
<td>30.54%</td>
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<tr>
<td>Total: 1,421</td>
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<td></td>
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Comments and Additional Ideas for **Goal 3**:

- Create a professional learning plan for new teachers to ensure they are familiar and prepared to use all division-adopted materials
- Build systems that support staff to become credentialed teachers, licensed drivers, certificated professionals, etc.
- Focus on building new schools rather than renovating existing schools
- Expand access to snacks in high school
- Build systems that allow teachers to change positions or locations to minimize burnout and increase tenured staff retention
- Provide more opportunities for families to attend school events virtually
- Consider other forms of environmentalism, such as moving away from single-use plastics, increasing recycling programs, and starting composting programs

*Note: Collective bargaining was mentioned in the comments, but it is not budgetary.*
### Respondent Demographics:

**Q13. I am:**

<table>
<thead>
<tr>
<th>Category</th>
<th>N</th>
<th>%</th>
<th>Percentage of total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albemarle County Community Member</td>
<td>109</td>
<td>7.45%</td>
<td></td>
</tr>
<tr>
<td>ACPS Employee</td>
<td>425</td>
<td>29.05%</td>
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</tr>
<tr>
<td>ACPS Family Member</td>
<td>436</td>
<td>29.80%</td>
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</tr>
<tr>
<td>ACPS Parent &amp; Employee</td>
<td>408</td>
<td>27.89%</td>
<td></td>
</tr>
<tr>
<td>ACPS Student</td>
<td>85</td>
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</tr>
<tr>
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</tr>
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**Q14. Ethnicity/Race (check all that apply)**

<table>
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<th>Percentage of total respondents</th>
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</thead>
<tbody>
<tr>
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<td>84</td>
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</tr>
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<td>Black/African American</td>
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<td>8.50%</td>
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</tr>
<tr>
<td>Hispanic/ Latino</td>
<td>84</td>
<td>6.16%</td>
<td></td>
</tr>
<tr>
<td>Native American/Alaska Native</td>
<td>32</td>
<td>2.35%</td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>19</td>
<td>1.39%</td>
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<tr>
<td>White</td>
<td>1,161</td>
<td>85.12%</td>
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Because multiple answers per participant are possible, the total percentage may exceed 100%.

**Q15. Gender**

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<tbody>
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<tr>
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<td>24.57%</td>
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<tr>
<td>Non-binary</td>
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**Q16. In my household:**

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<th>Percentage of total respondents</th>
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</thead>
<tbody>
<tr>
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<td>1,287</td>
<td>90.76%</td>
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</tr>
<tr>
<td>We primarily speak another language</td>
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</tr>
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<td>We speak both English and another language</td>
<td>96</td>
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