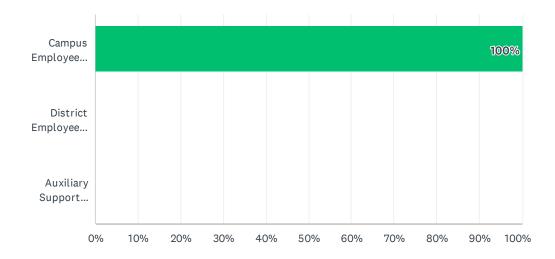


Staff Climate Survey April 2022

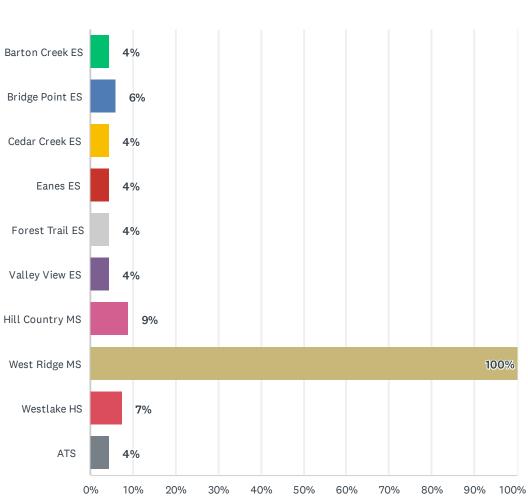
67 Total Responses

Q1 I am a(n)...

Answered: 67 Skipped: 0



ANSWER CHOICES	RESPON	ISES
Campus Employee (Teacher, Teaching Assistant, Instructional Partner, School Clerical/Office Employee, School Administrator)	100%	67
District Employee (Administrator, District Clerical/Office Employee)	0%	0
Auxiliary Support Employee (Food Services, Technology, Transportation, Custodian, Maintenance, etc.)	0%	0
TOTAL		67



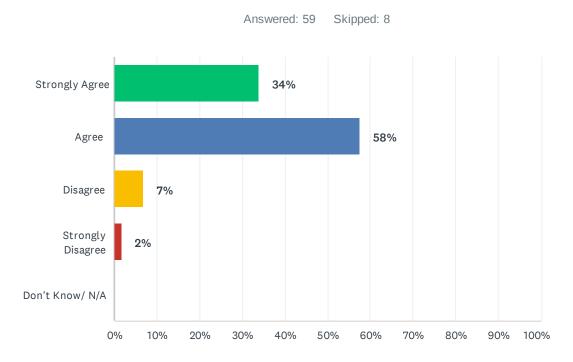
Q2 What location do you work?

Answered: 67 Skipped: 0

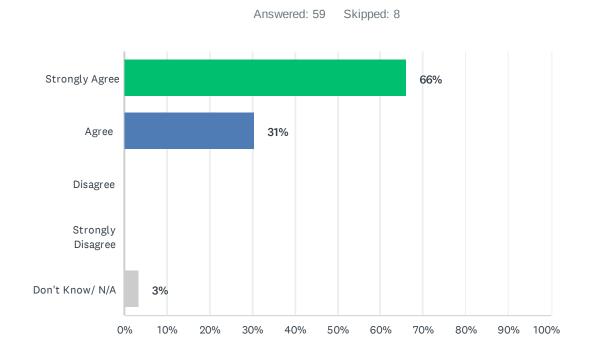
Staff Climate Survey 2022

ANSWER CHOICES	RESPONSES	
Barton Creek ES	4%	3
Bridge Point ES	6%	4
Cedar Creek ES	4%	3
Eanes ES	4%	3
Forest Trail ES	4%	3
Valley View ES	4%	3
Hill Country MS	9%	6
West Ridge MS	100%	67
Westlake HS	7%	5
ATS	4%	3
Total Respondents: 67		

Q3 Our school focuses on helping students meet challenging academic goals.



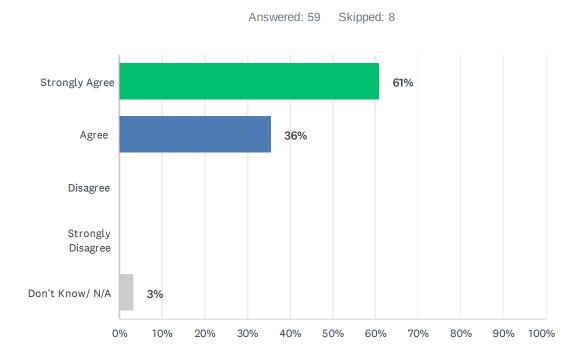
ANSWER CHOICES	RESPONSES
Strongly Agree	34% 20
Agree	58% 34
Disagree	7% 4
Strongly Disagree	2% 1
Don't Know/ N/A	0% 0
TOTAL	59



Q4 I seek to set high standards and expectations for my students.

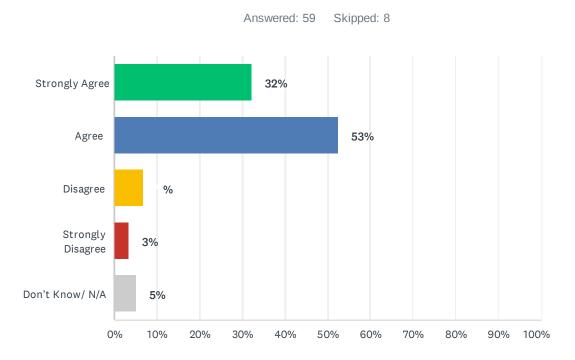
ANSWER CHOICES	RESPONSES	
Strongly Agree	66%	39
Agree	31%	18
Disagree	0%	0
Strongly Disagree	0%	0
Don't Know/ N/A	3%	2
TOTAL		59

Q5 I work to clearly explain learning standards and expectations to my students.

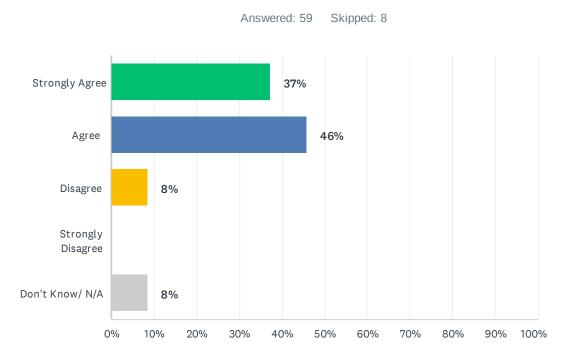


ANSWER CHOICES	RESPONSES	
Strongly Agree	61% 30	6
Agree	36% 2.	1
Disagree	0%	0
Strongly Disagree	0%	0
Don't Know/ N/A	3%	2
TOTAL	5	9

Q6 Our school aligns curriculum, instruction and assessments to support student learning.



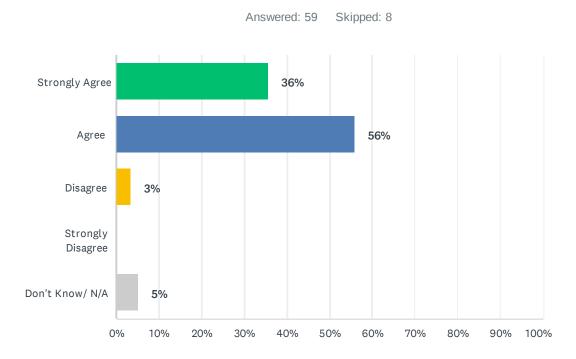
ANSWER CHOICES	RESPONSES	
Strongly Agree	32%	19
Agree	53%	31
Disagree	7%	4
Strongly Disagree	3%	2
Don't Know/ N/A	5%	3
TOTAL		59



Q7 I give timely and appropriate feedback on student work.

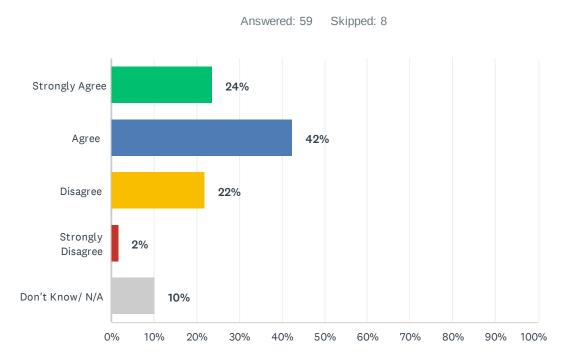
ANSWER CHOICES	RESPONSES	
Strongly Agree	37%	22
Agree	46%	27
Disagree	8%	5
Strongly Disagree	0%	0
Don't Know/ N/A	8%	5
TOTAL		59

Q8 My students are learning what they need to know to be successful in the next grade level or after graduation.



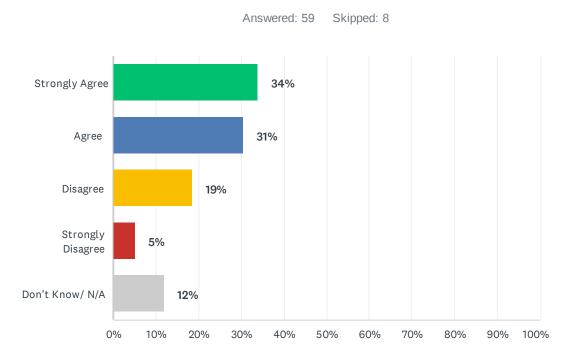
ANSWER CHOICES	RESPONSES	
Strongly Agree	36%	21
Agree	56%	33
Disagree	3%	2
Strongly Disagree	0%	0
Don't Know/ N/A	5%	3
TOTAL		59

Q9 Staff in my school use data to inform the decision-making process.



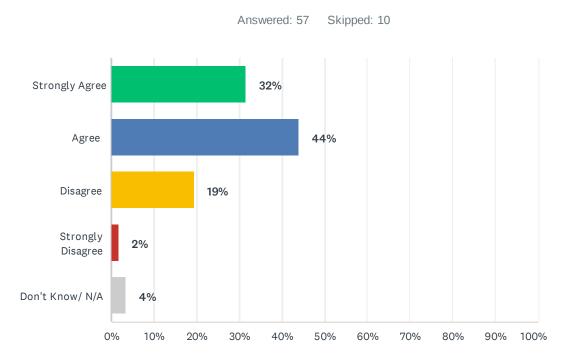
ANSWER CHOICES	RESPONSES
Strongly Agree	24% 14
Agree	42% 25
Disagree	22% 13
Strongly Disagree	2% 1
Don't Know/ N/A	10% 6
TOTAL	59

Q10 I feel comfortable facilitating an in-depth conversation around diverse topics in my classroom.

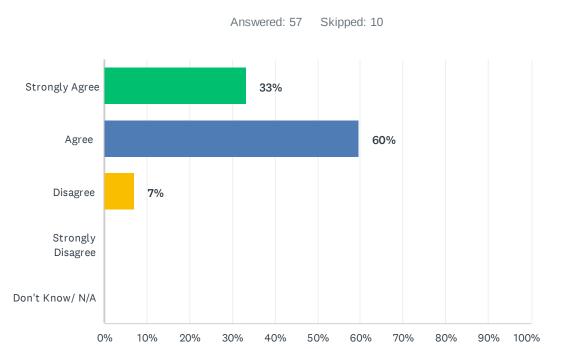


ANSWER CHOICES	RESPONSES	
Strongly Agree	34%	20
Agree	31%	18
Disagree	19%	11
Strongly Disagree	5%	3
Don't Know/ N/A	12%	7
TOTAL		59

Q11 The variety of activities and courses at this school keep students engaged in learning.

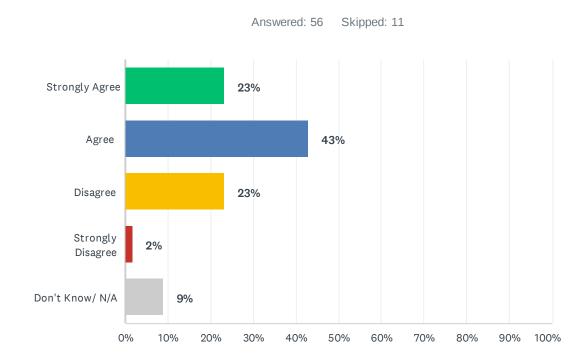


ANSWER CHOICES	RESPONSES	
Strongly Agree	32%	18
Agree	44%	25
Disagree	19%	11
Strongly Disagree	2%	1
Don't Know/ N/A	4%	2
TOTAL		57



Q12 Our school provides the support students need for learning.

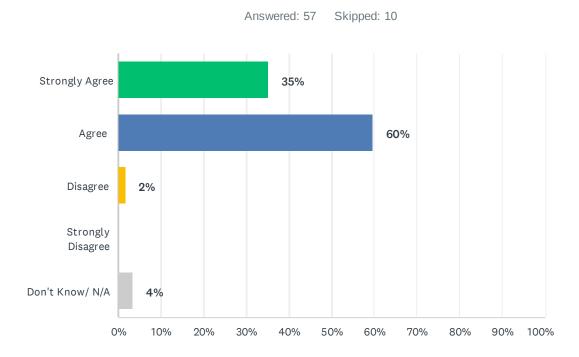
ANSWER CHOICES	RESPONSES	
Strongly Agree	33%	19
Agree	60%	34
Disagree	7%	4
Strongly Disagree	0%	0
Don't Know/ N/A	0%	0
TOTAL		57



Q13 Teachers usually talk positively about students in the staff areas.

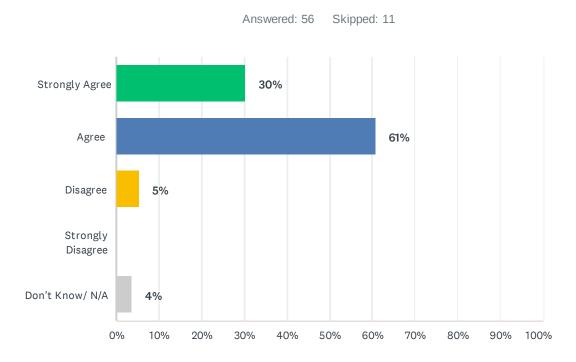
ANSWER CHOICES	RESPONSES	
Strongly Agree	23%	13
Agree	43%	24
Disagree	23%	13
Strongly Disagree	2%	1
Don't Know/ N/A	9%	5
TOTAL		56

Q14 Students are provided opportunities to collaborate with other students.



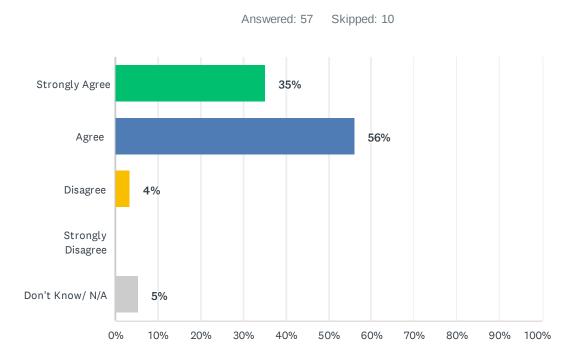
ANSWER CHOICES	RESPONSES
Strongly Agree	35% 20
Agree	60% 34
Disagree	2% 1
Strongly Disagree	0% 0
Don't Know/ N/A	4% 2
TOTAL	57

Q15 Our school has support resources for a student for help with a school problem.



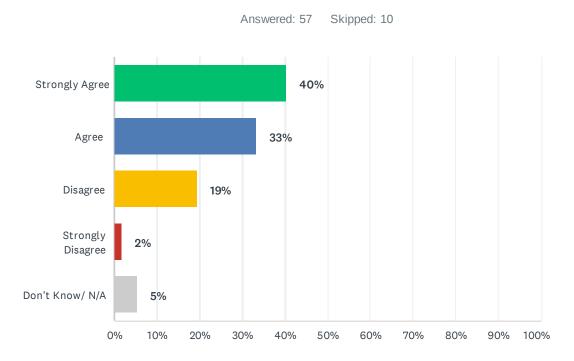
ANSWER CHOICES	RESPONSES	
Strongly Agree	30%	17
Agree	61%	34
Disagree	5%	3
Strongly Disagree	0%	0
Don't Know/ N/A	4%	2
TOTAL		56

Q16 Our school has support resources for a student to access help with a personal problem.



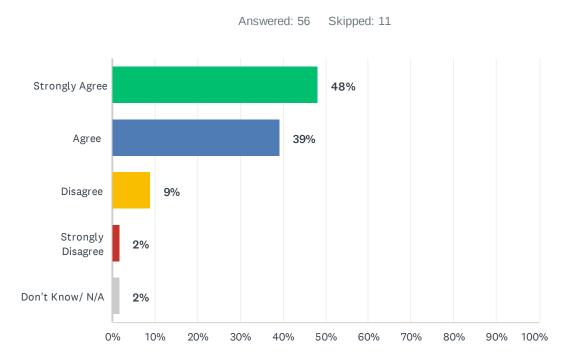
ANSWER CHOICES	RESPONSES	
Strongly Agree	35%	20
Agree	56%	32
Disagree	4%	2
Strongly Disagree	0%	0
Don't Know/ N/A	5%	3
TOTAL		57

Q17 Students at school are treated fairly regardless of their backgrounds and differences.

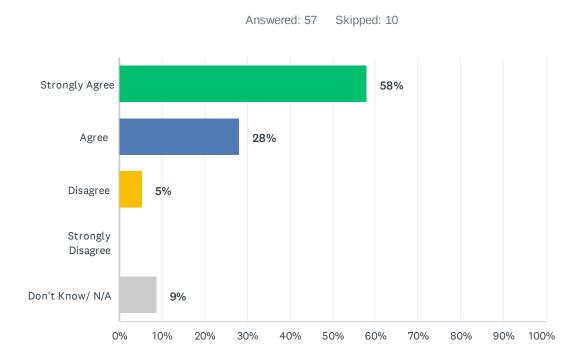


ANSWER CHOICES	RESPONSES	
Strongly Agree	40%	23
Agree	33%	19
Disagree	19%	11
Strongly Disagree	2%	1
Don't Know/ N/A	5%	3
TOTAL		57

Q18 I know what the principal expects of me as a teacher at this school.



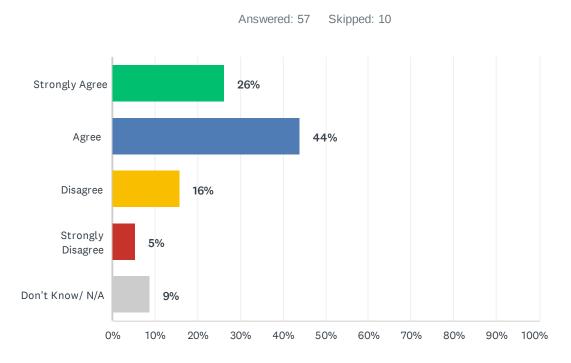
ANSWER CHOICES	RESPONSES
Strongly Agree	48% 27
Agree	39% 22
Disagree	9% 5
Strongly Disagree	2% 1
Don't Know/ N/A	2% 1
TOTAL	56



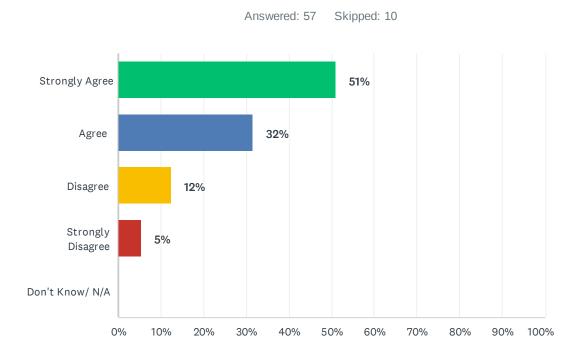
Q19 The principal communicates confidence in my teaching ability.

ANSWER CHOICES	RESPONSES	
Strongly Agree	58%	33
Agree	28%	16
Disagree	5%	3
Strongly Disagree	0%	0
Don't Know/ N/A	9%	5
TOTAL		57

Q20 The principal or other administrators provide useful feedback about my instructional practices.

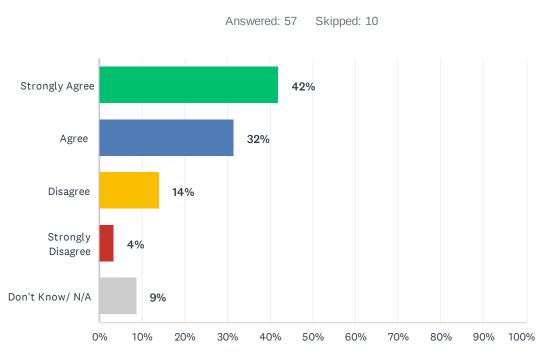


ANSWER CHOICES	RESPONSES	
Strongly Agree	26%	15
Agree	44%	25
Disagree	16%	9
Strongly Disagree	5%	3
Don't Know/ N/A	9%	5
TOTAL		57



Q21 I am comfortable speaking with my supervisor about concerns.

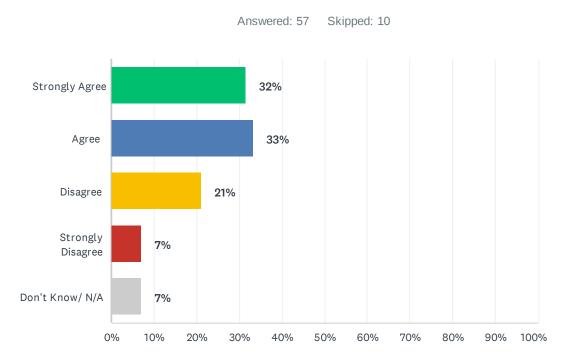
ANSWER CHOICES	RESPONSES	
Strongly Agree	51%	29
Agree	32%	18
Disagree	12%	7
Strongly Disagree	5%	3
Don't Know/ N/A	0%	0
TOTAL		57



Q22 My principal provides instructional leadership.

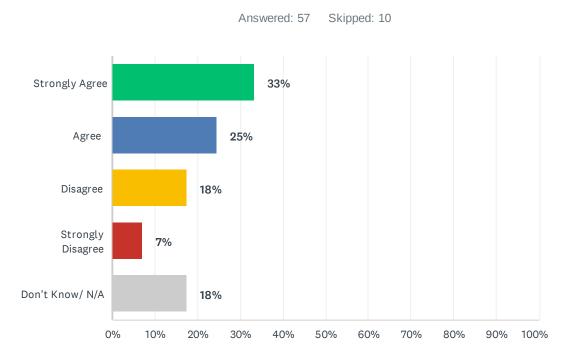
ANSWER CHOICES	RESPONSES	
Strongly Agree	42%	24
Agree	32%	18
Disagree	14%	8
Strongly Disagree	4%	2
Don't Know/ N/A	9%	5
TOTAL		57

Q23 My principal holds all staff accountable for district and campus expectations.

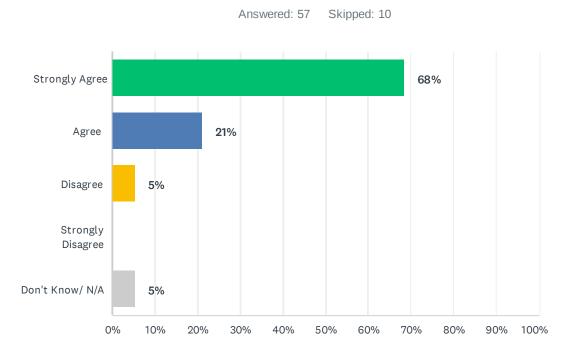


ANSWER CHOICES	RESPONSES	
Strongly Agree	32%	18
Agree	33%	19
Disagree	21%	12
Strongly Disagree	7%	4
Don't Know/ N/A	7%	4
TOTAL		57

Q24 The principal and assistant principal(s) encourage teachers to be involved in making decisions for the school.

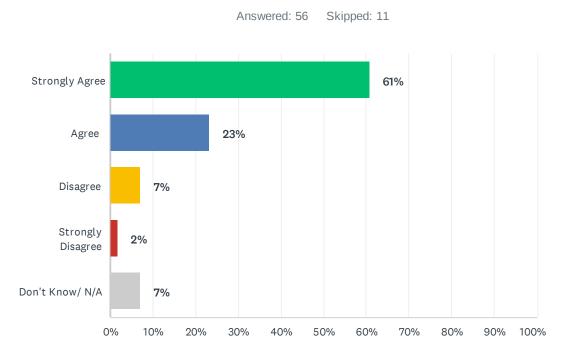


ANSWER CHOICES	RESPONSES	
Strongly Agree	33%	19
Agree	25%	14
Disagree	18%	10
Strongly Disagree	7%	4
Don't Know/ N/A	18%	10
TOTAL		57



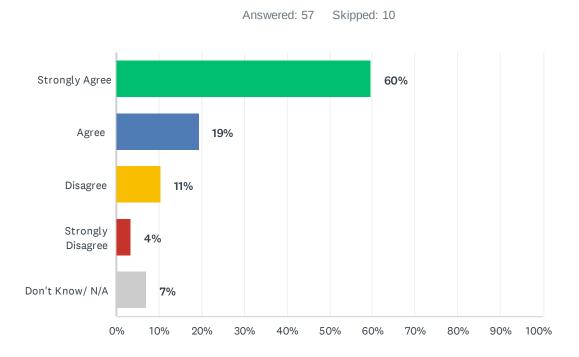
Q25 My principal cares about me as an individual.

ANSWER CHOICES	RESPONSES	
Strongly Agree	68%	39
Agree	21%	12
Disagree	5%	3
Strongly Disagree	0%	0
Don't Know/ N/A	5%	3
TOTAL		57



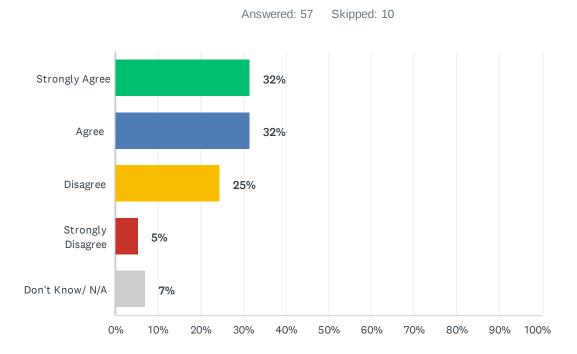
Q26 My principal has built trust with me.

ANSWER CHOICES	RESPONSES	
Strongly Agree	61%	34
Agree	23%	13
Disagree	7%	4
Strongly Disagree	2%	1
Don't Know/ N/A	7%	4
TOTAL		56



Q27 My principal gives me hope and inspiration for the future.

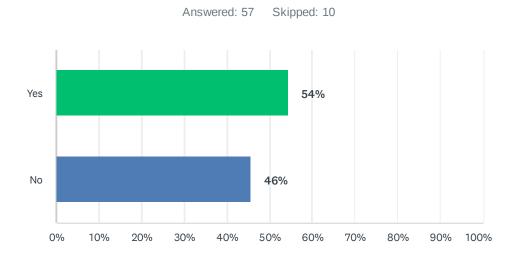
ANSWER CHOICES	RESPONSES	
Strongly Agree	60%	34
Agree	19%	11
Disagree	11%	6
Strongly Disagree	4%	2
Don't Know/ N/A	7%	4
TOTAL		57



Q28 I feel respected and supported by district administration.

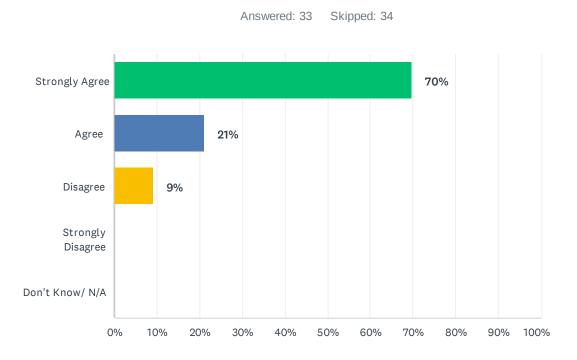
ANSWER CHOICES	RESPONSES	
Strongly Agree	32%	18
Agree	32%	18
Disagree	25%	14
Strongly Disagree	5%	3
Don't Know/ N/A	7%	4
TOTAL		57

Q29 Have you had an issue to discuss with a school administrator this year?



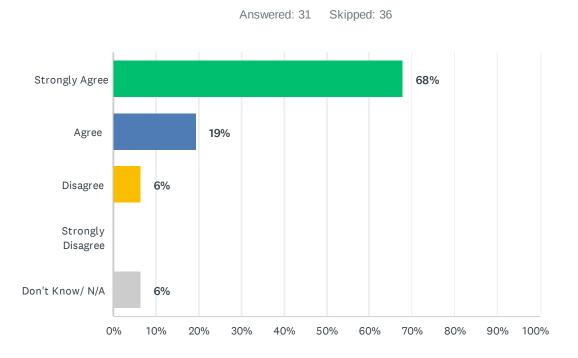
ANSWER CHOICES	RESPONSES	
Yes	54%	31
No	46%	26
TOTAL		57

Q30 When I have had an issue or concern to discuss with my school administrator he or she was available to talk to me.



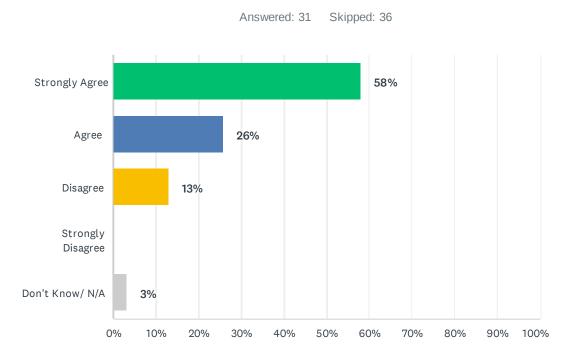
ANSWER CHOICES	RESPONSES	
Strongly Agree	70%	23
Agree	21%	7
Disagree	9%	3
Strongly Disagree	0%	0
Don't Know/ N/A	0%	0
TOTAL		33

Q31 When I have had an issue or concern to discuss with my school administrator he or she was courteous and professional, and listened to my concerns.

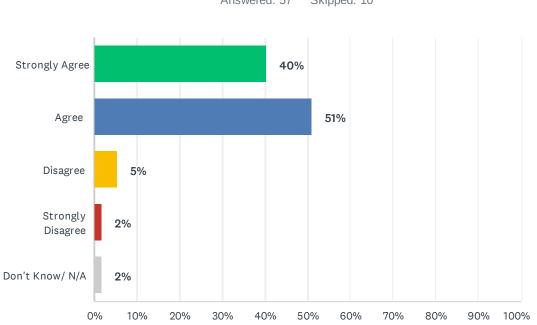


ANSWER CHOICES	RESPONSES	
Strongly Agree	68%	21
Agree	19%	6
Disagree	6%	2
Strongly Disagree	0%	0
Don't Know/ N/A	6%	2
TOTAL		31

Q32 When I have had an issue or concern to discuss with my school administrator he or she was responsive to my concerns.



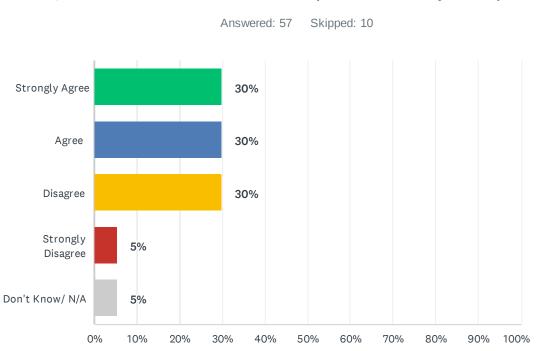
ANSWER CHOICES	RESPONSES	
Strongly Agree	58%	18
Agree	26%	8
Disagree	13%	4
Strongly Disagree	0%	0
Don't Know/ N/A	3%	1
TOTAL		31



Q33 I enjoy working at this school.

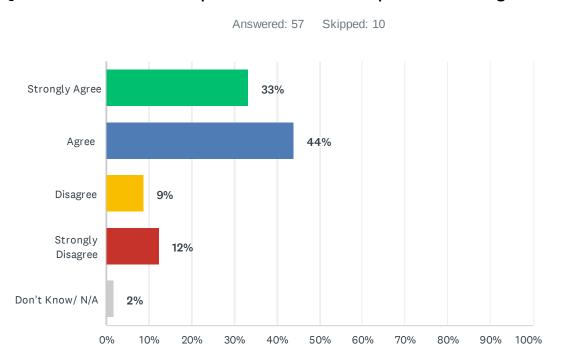
Answered: 57 Skipped: 10

ANSWER CHOICES	RESPONSES	
Strongly Agree	40%	23
Agree	51%	29
Disagree	5%	3
Strongly Disagree	2%	1
Don't Know/ N/A	2%	1
TOTAL		57



ANSWER CHOICES	RESPONSES	
Strongly Agree	30%	17
Agree	30%	17
Disagree	30%	17
Strongly Disagree	5%	3
Don't Know/ N/A	5%	3
TOTAL		57

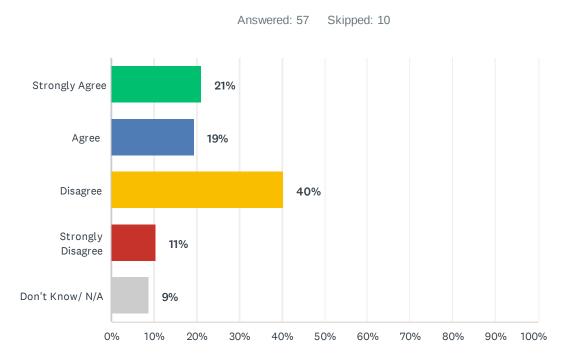
Q34 I feel connected and important on my campus.



ANSWER CHOICES	RESPONSES	
Strongly Agree	33%	19
Agree	44%	25
Disagree	9%	5
Strongly Disagree	12%	7
Don't Know/ N/A	2%	1
TOTAL		57

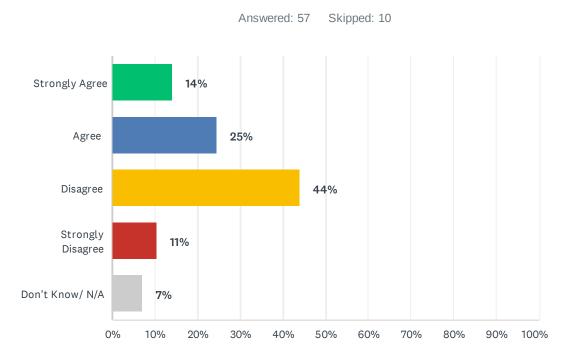
Q35 Collaboration is practiced in our department or grade level.

Q36 Professional learning opportunities at my school are useful and give me ideas on how I can improve professionally.



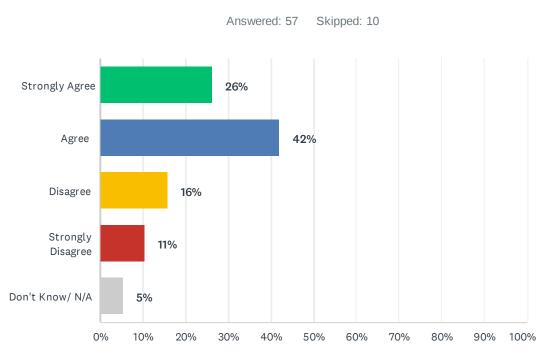
ANSWER CHOICES	RESPONSES	
Strongly Agree	21%	12
Agree	19%	11
Disagree	40%	23
Strongly Disagree	11%	6
Don't Know/ N/A	9%	5
TOTAL		57

Q37 Professional learning opportunities at the district level are useful and give me ideas on how I can improve professionally.



ANSWER CHOICES	RESPONSES	
Strongly Agree	14%	8
Agree	25%	14
Disagree	44%	25
Strongly Disagree	11%	6
Don't Know/ N/A	7%	4
TOTAL		57

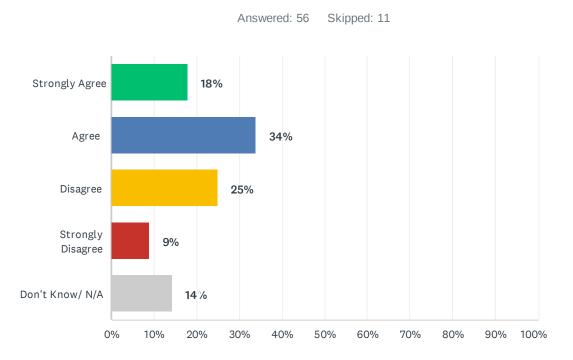
38/110



Q38 There is a sense of teamwork at my campus.

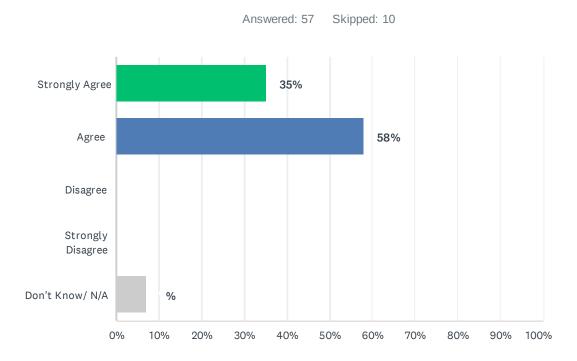
ANSWER CHOICES	RESPONSES	
Strongly Agree	26%	15
Agree	42%	24
Disagree	16%	9
Strongly Disagree	11%	6
Don't Know/ N/A	5%	3
TOTAL		57

Q39 Staff in my school meet regularly to discuss how we can improve delivery of services/instruction.

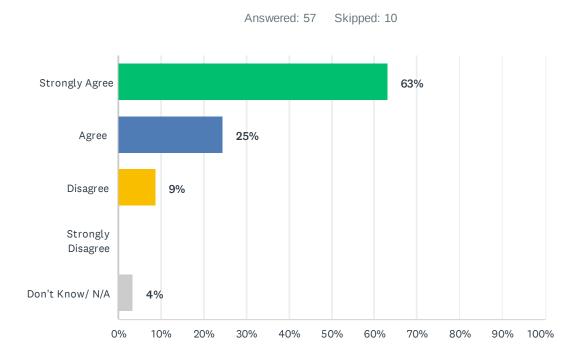


ANSWER CHOICES	RESPONSES	
Strongly Agree	18%	10
Agree	34%	19
Disagree	25%	14
Strongly Disagree	9%	5
Don't Know/ N/A	14%	8
TOTAL		56

Q40 The staff in our school provide an excellent education for our students.



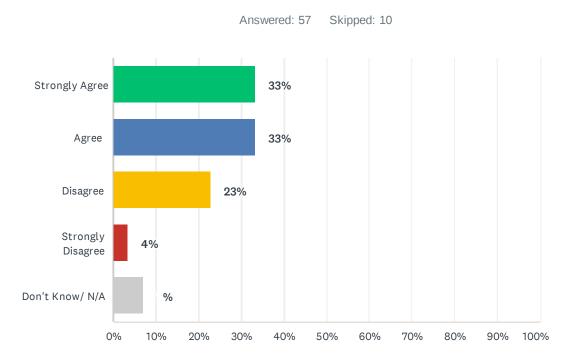
ANSWER CHOICES	RESPONSES	
Strongly Agree	35%	20
Agree	58%	33
Disagree	0%	0
Strongly Disagree	0%	0
Don't Know/ N/A	7%	4
TOTAL		57



Q41 I feel respected and supported by the principal at this school.

ANSWER CHOICES	RESPONSES	
Strongly Agree	63%	36
Agree	25%	14
Disagree	9%	5
Strongly Disagree	0%	0
Don't Know/ N/A	4%	2
TOTAL		57

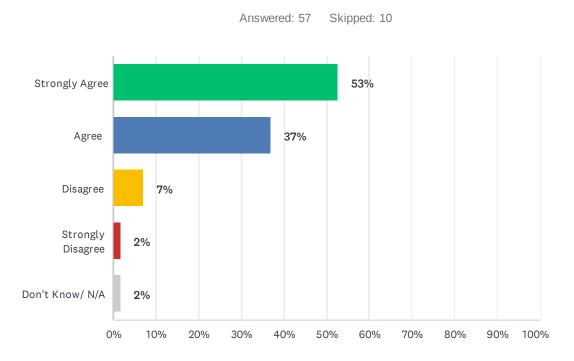
Q42 I feel respected and supported by the other administrators at this school.



ANSWER CHOICES	RESPONSES	
Strongly Agree	33%	19
Agree	33%	19
Disagree	23%	13
Strongly Disagree	4%	2
Don't Know/ N/A	7%	4
TOTAL		57

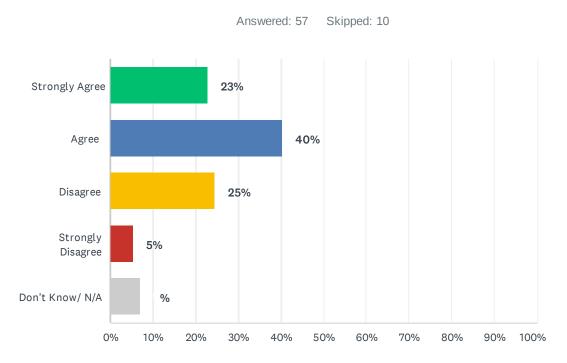
43/110

Q43 I feel confident with my use of technology as an instructional and assessment tool.



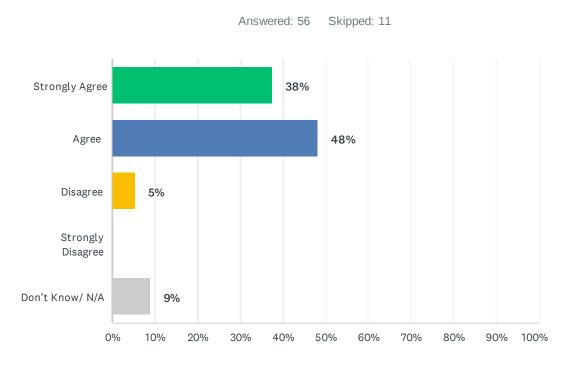
ANSWER CHOICES	RESPONSES	
Strongly Agree	53%	30
Agree	37%	21
Disagree	7%	4
Strongly Disagree	2%	1
Don't Know/ N/A	2%	1
TOTAL		57

Q44 Professional learning support on campus and in-district has helped me feel confident about my integration of technology.

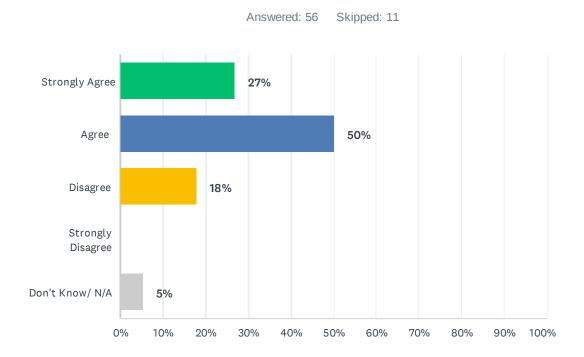


ANSWER CHOICES	RESPONSES	
Strongly Agree	23%	13
Agree	40%	23
Disagree	25%	14
Strongly Disagree	5%	3
Don't Know/ N/A	7%	4
TOTAL		57

Q45 I regularly communicate with parents about their child's academic achievements.



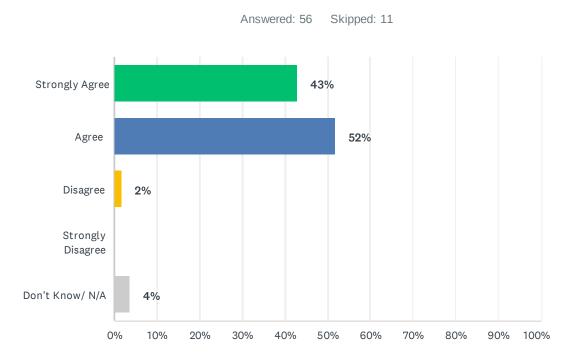
ANSWER CHOICES	RESPONSES	
Strongly Agree	38%	21
Agree	48%	27
Disagree	5%	3
Strongly Disagree	0%	0
Don't Know/ N/A	9%	5
TOTAL		56



Q46 I regularly communicate with parents about their child's behavior.

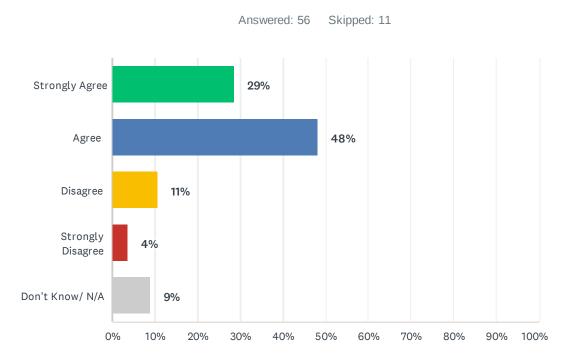
ANSWER CHOICES	RESPONSES	
Strongly Agree	27%	15
Agree	50%	28
Disagree	18%	10
Strongly Disagree	0%	0
Don't Know/ N/A	5%	3
TOTAL		56

Q47 Parents are welcomed and encouraged as partners in education at my school.



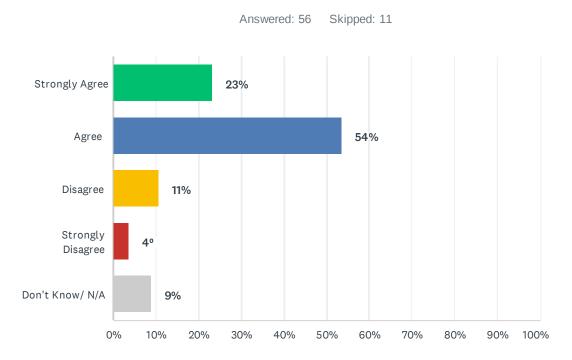
ANSWER CHOICES	RESPONSES	
Strongly Agree	43%	24
Agree	52%	29
Disagree	2%	1
Strongly Disagree	0%	0
Don't Know/ N/A	4%	2
TOTAL		56

Q48 Parents support me when addressing an academic issue with their child at school.

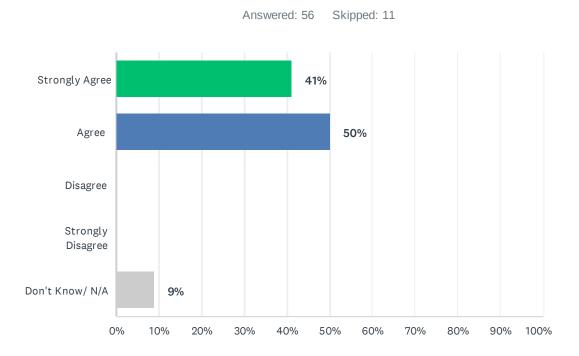


ANSWER CHOICES	RESPONSES	
Strongly Agree	29%	16
Agree	48%	27
Disagree	11%	6
Strongly Disagree	4%	2
Don't Know/ N/A	9%	5
TOTAL		56

Q49 Parents support me when addressing their child's behavior at school.



ANSWER CHOICES	RESPONSES	
Strongly Agree	23%	13
Agree	54%	30
Disagree	11%	6
Strongly Disagree	4%	2
Don't Know/ N/A	9%	5
TOTAL		56

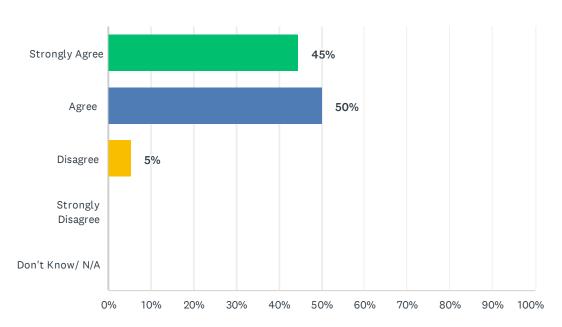


Q50 I value and respect parent input about learning needs.

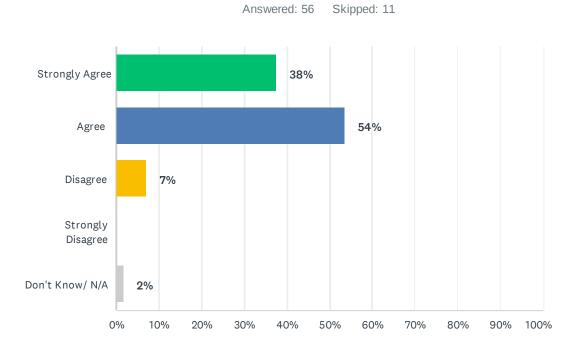
ANSWER CHOICES	RESPONSES	
Strongly Agree	41%	23
Agree	50%	28
Disagree	0%	0
Strongly Disagree	0%	0
Don't Know/ N/A	9%	5
TOTAL		56

Q51 I feel safe at school.

Answered: 56 Skipped: 11

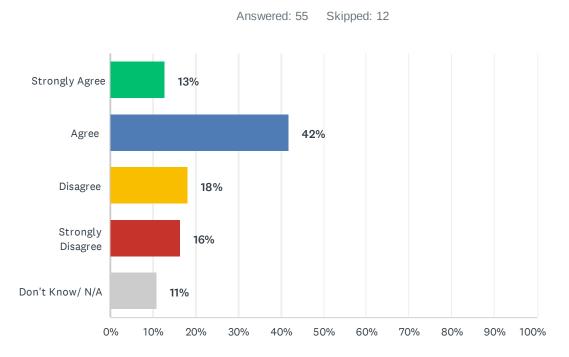


ANSWER CHOICES	RESPONSES	
Strongly Agree	45%	25
Agree	50%	28
Disagree	5%	3
Strongly Disagree	0%	0
Don't Know/ N/A	0%	0
TOTAL		56



Q52 Students are safe at school.

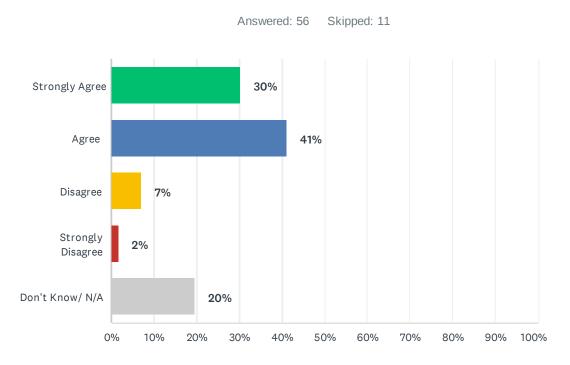
Α	NSWER CHOICES	RESPONSES	
S	trongly Agree	38%	21
А	gree	54%	30
D	isagree	7%	4
S	trongly Disagree	0%	0
D	on't Know/ N/A	2%	1
Т	OTAL		56



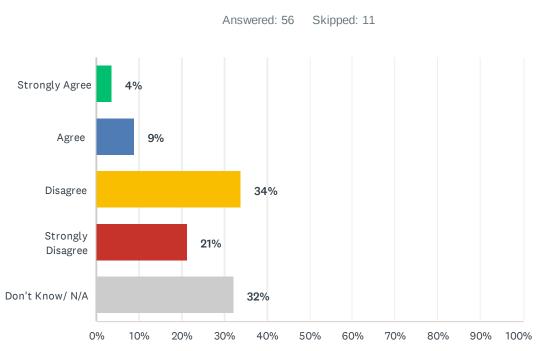
Q53 Discipline is enforced fairly at school.

ANSWER CHOICES	RESPONSES	
Strongly Agree	13%	7
Agree	42%	23
Disagree	18%	10
Strongly Disagree	16%	9
Don't Know/ N/A	11%	6
TOTAL		55

Q54 When threatening behavior between students arises, the school staff intervene appropriately.



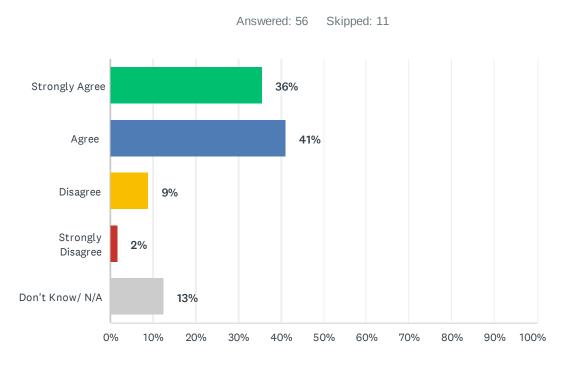
ANSWER CHOICES	RESPONSES	
Strongly Agree	30%	17
Agree	41%	23
Disagree	7%	4
Strongly Disagree	2%	1
Don't Know/ N/A	20%	11
TOTAL		56



ANSWER CHOICES RESPONSES 4% 2 Strongly Agree 9% 5 Agree 34% 19 Disagree 21% 12 Strongly Disagree 32% 18 Don't Know/ N/A TOTAL 56

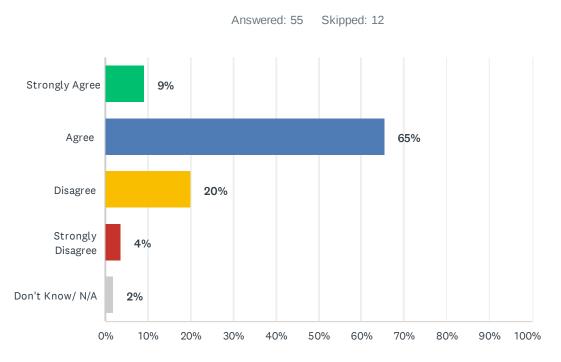
Q55 Alcohol and drug use is a problem at this school.

Q56 There is an increased need for services to support students with social/emotional issues.



ANSWER CHOICES	RESPONSES	
Strongly Agree	36%	20
Agree	41%	23
Disagree	9%	5
Strongly Disagree	2%	1
Don't Know/ N/A	13%	7
TOTAL		56

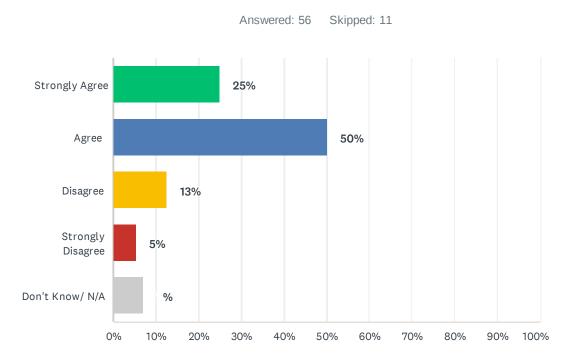
57 / 110



Q57 Students respect teachers at this school.

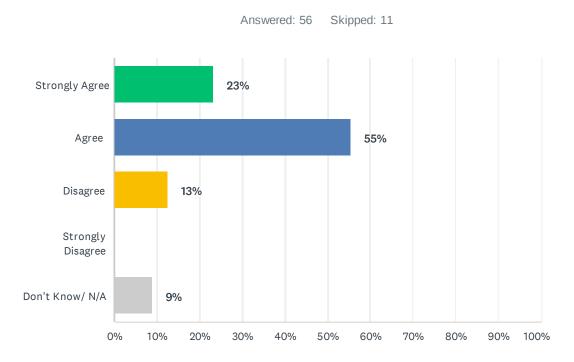
ANSWER CHOICES	RESPONSES	
Strongly Agree	9%	5
Agree	65%	36
Disagree	20%	11
Strongly Disagree	4%	2
Don't Know/ N/A	2%	1
TOTAL		55

Q58 I have the support I need to maintain order and discipline at this school.

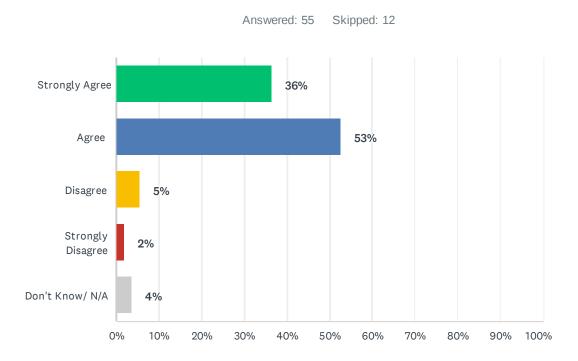


ANSWER CHOICES	RESPONSES	
Strongly Agree	25%	14
Agree	50%	28
Disagree	13%	7
Strongly Disagree	5%	3
Don't Know/ N/A	7%	4
TOTAL		56

Q59 I have the support I need to help students with social and emotional issues.



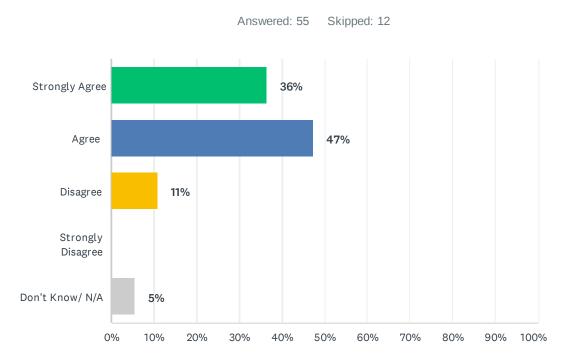
ANSWER CHOICES	RESPONSES	
Strongly Agree	23%	13
Agree	55%	31
Disagree	13%	7
Strongly Disagree	0%	0
Don't Know/ N/A	9%	5
TOTAL		56



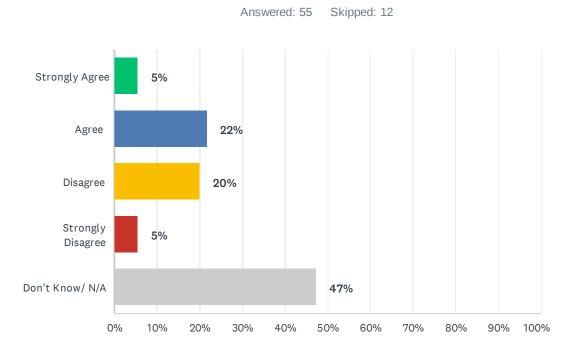
Q60 My instructional materials and software are in good condition.

ANSWER CHOICES	RESPONSES	
Strongly Agree	36%	20
Agree	53%	29
Disagree	5%	3
Strongly Disagree	2%	1
Don't Know/ N/A	4%	2
TOTAL		55

Q61 I have the materials I need (including textbooks, computers, visual aids, etc.) to effectively teach my classes.



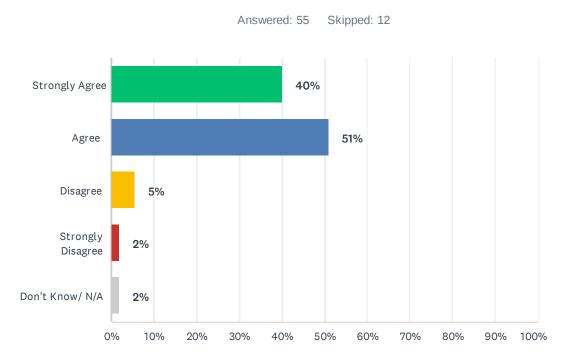
ANSWER CHOICES	RESPONSES	
Strongly Agree	36%	20
Agree	47%	26
Disagree	11%	6
Strongly Disagree	0%	0
Don't Know/ N/A	5%	3
TOTAL		55



Q62 Healthy food is served in the cafeteria.

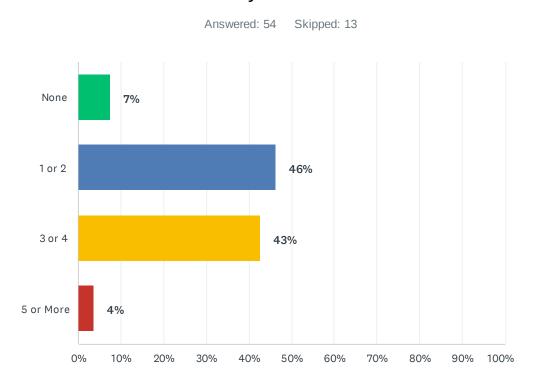
ANSWER CHOICES	RESPONSES	
Strongly Agree	5%	3
Agree	22%	12
Disagree	20%	11
Strongly Disagree	5%	3
Don't Know/ N/A	47%	26
TOTAL		55

Q63 This school is clean and well-maintained (air conditioning and heat work, adequate lighting, grounds kept in order, etc.).



ANSWER CHOICES	RESPONSES	
Strongly Agree	40%	22
Agree	51%	28
Disagree	5%	3
Strongly Disagree	2%	1
Don't Know/ N/A	2%	1
TOTAL		55

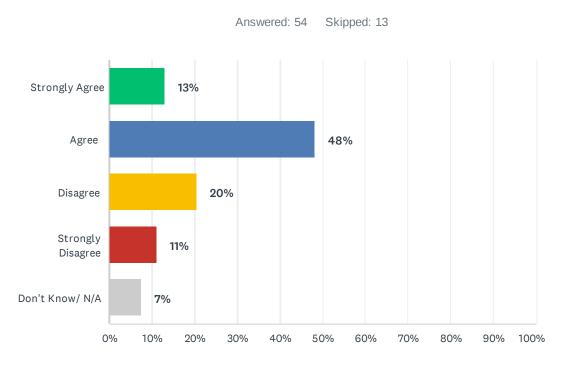
Q64 How many professional learning opportunities did you attend this year?



ANSWER CHOICES	RESPONSES	
None	7%	4
1 or 2	46%	25
3 or 4	43%	23
5 or More	4%	2
TOTAL		54

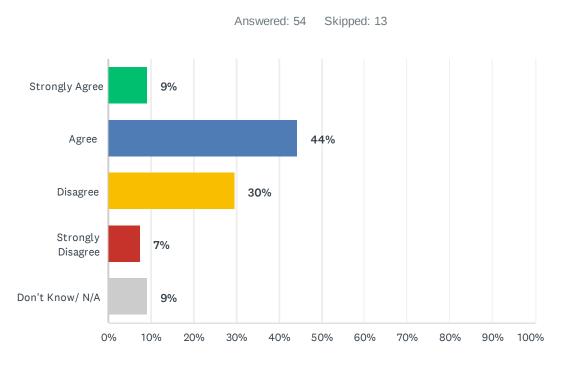
65 / 110

Q65 The professional learning content was relevant to my current job assignment.



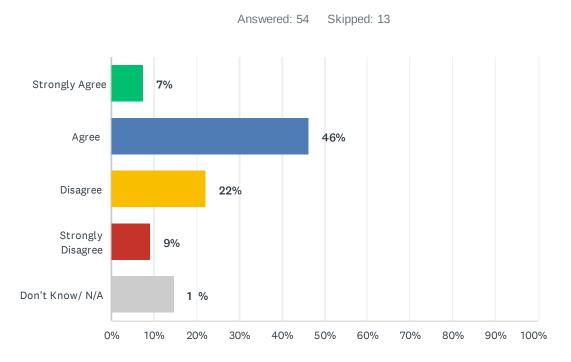
ANSWER CHOICES	RESPONSES	
Strongly Agree	13%	7
Agree	48%	26
Disagree	20%	11
Strongly Disagree	11%	6
Don't Know/ N/A	7%	4
TOTAL		54

Q66 The professional learning courses I have attended have helped me perform my job better.



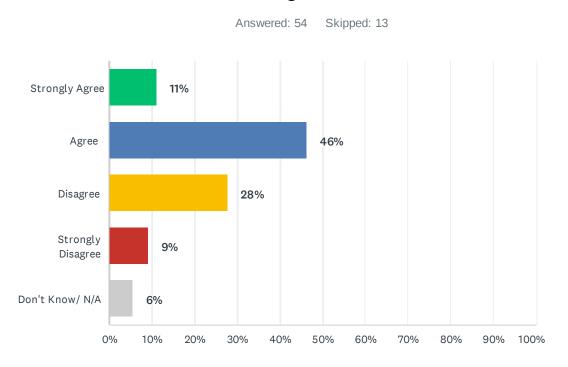
ANSWER CHOICES	RESPONSES	
Strongly Agree	9%	5
Agree	44%	24
Disagree	30%	16
Strongly Disagree	7%	4
Don't Know/ N/A	9%	5
TOTAL		54

Q67 The professional learning courses I have attended improved my skills to help my students in the classroom.



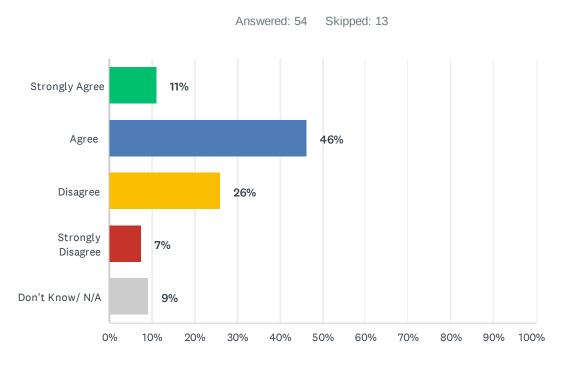
ANSWER CHOICES	RESPONSES	
Strongly Agree	7%	4
Agree	46%	25
Disagree	22%	12
Strongly Disagree	9%	5
Don't Know/ N/A	15%	8
TOTAL		54

Q68 The professional learning content was relevant to my current job assignment.



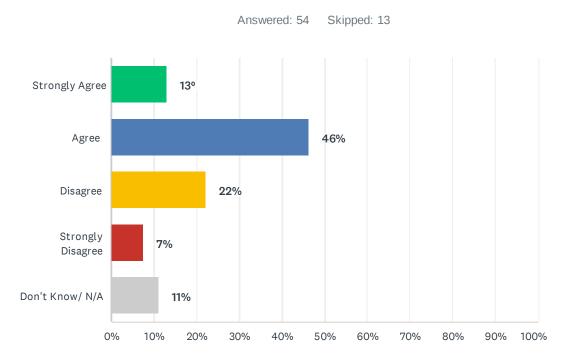
ANSWER CHOICES	RESPONSES	
Strongly Agree	11%	6
Agree	46%	25
Disagree	28%	15
Strongly Disagree	9%	5
Don't Know/ N/A	6%	3
TOTAL		54

Q69 The professional learning courses I have attended have helped me perform my job better.



ANSWER CHOICES	RESPONSES	
Strongly Agree	11%	6
Agree	46%	25
Disagree	26%	14
Strongly Disagree	7%	4
Don't Know/ N/A	9%	5
TOTAL		54

Q70 The professional learning courses I have attended improved my skills to help my students in the classroom.



ANSWER CHOICES	RESPONSES	
Strongly Agree	13%	7
Agree	46%	25
Disagree	22%	12
Strongly Disagree	7%	4
Don't Know/ N/A	11%	6
TOTAL		54

Q71 - Q101

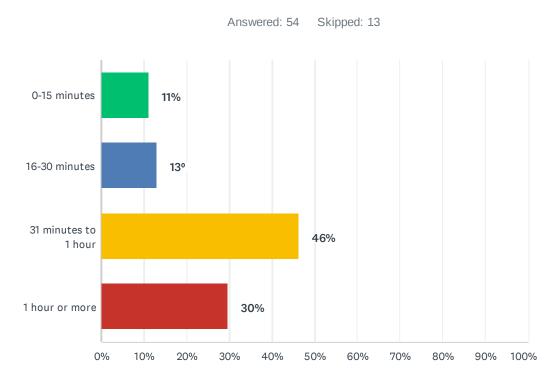
Answered: 0 Skipped: 135

▲ No matching responses.

Please note: Q71 - 101 applied to District & Auxiliary Employees only. Results of those questions are available in the District Survey results available here: https://eisd.info/1051f3

ANSWER CHOICES	RESPONSES	
Strongly Agree	0%	0
Agree	0%	0
Disagree	0%	0
Strongly Disagree	0%	0
Don't Know/ N/A	0%	0
TOTAL		0

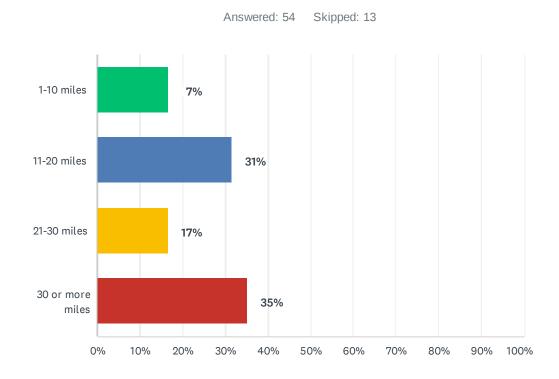
Q102 How long is your combined commute time (to work and to home) each day?



ANSWER CHOICES	RESPONSES	
0-15 minutes	11%	6
16-30 minutes	13%	7
31 minutes to 1 hour	46%	25
1 hour or more	30%	16
TOTAL		54

103/110

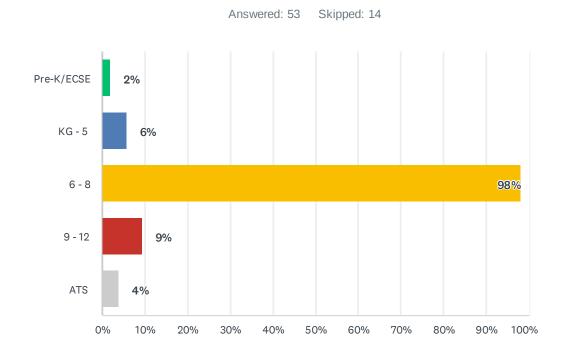
Q103 How many total miles do you drive (to work and to home) each day?



ANSWER CHOICES	RESPONSES	
1-10 miles	17%	9
11-20 miles	31%	17
21-30 miles	17%	9
30 or more miles	35%	19
TOTAL		54

Q104 What Matters? How do you rank these areas of the District Shared Commitment, with 1 being the most important to you?

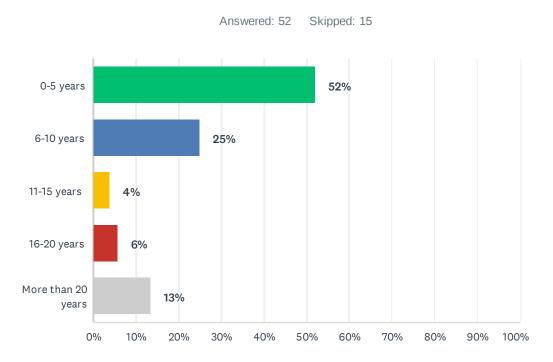




Q105 What grade level(s) do you teach? (Choose all that apply.)

ANSWER CHOICES	RESPONSES	
Pre-K/ECSE	2%	1
KG - 5	6%	3
6 - 8	98%	52
9 - 12	9%	5
ATS	4%	2

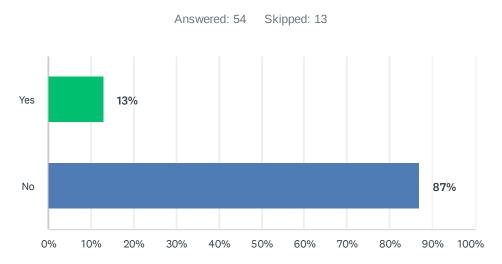
Total Respondents: 53



ANSWER CHOICES	RESPONSES	
0-5 years	52%	27
6-10 years	25%	13
11-15 years	4%	2
16-20 years	6%	3
More than 20 years	13%	7
TOTAL		52

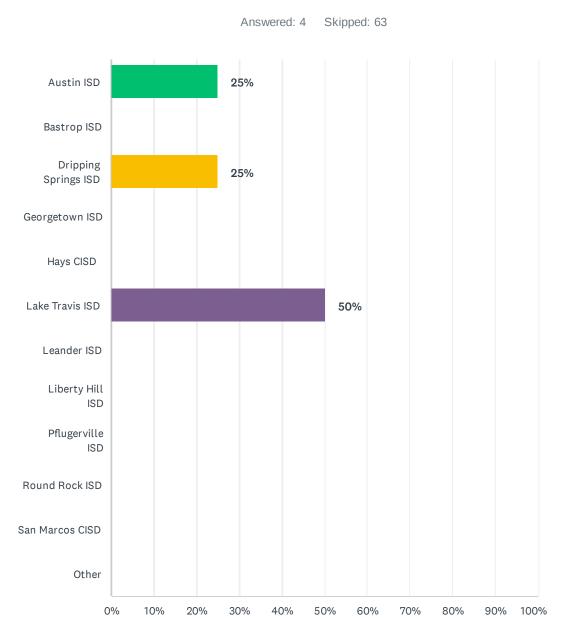
Q106 How many years have you worked in this District?

Q107 Do you have child(ren) in another school district?



ANSWER CHOICES	RESPONSES	
Yes	13%	7
No	87%	47
TOTAL		54





Q108 If yes, what district(s): (Check all that apply.)

Staff Climate Survey 2022

ANSWER CHOICES	RESPONSES	
Austin ISD	25%	1
Bastrop ISD	0%	0
Dripping Springs ISD	25%	1
Georgetown ISD	0%	0
Hays CISD	0%	0
Lake Travis ISD	50%	2
Leander ISD	0%	0
Liberty Hill ISD	0%	0
Pflugerville ISD	0%	0
Round Rock ISD	0%	0
San Marcos CISD	0%	0
Other	0%	0
Total Paspondonts: A		

Total Respondents: 4