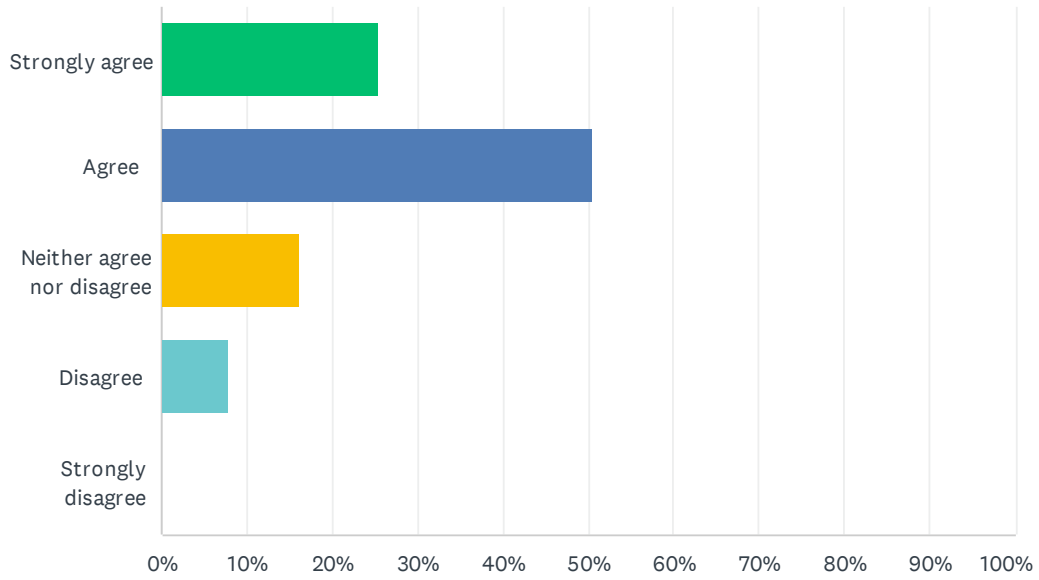


Q1 I feel like I belong at WGSD.

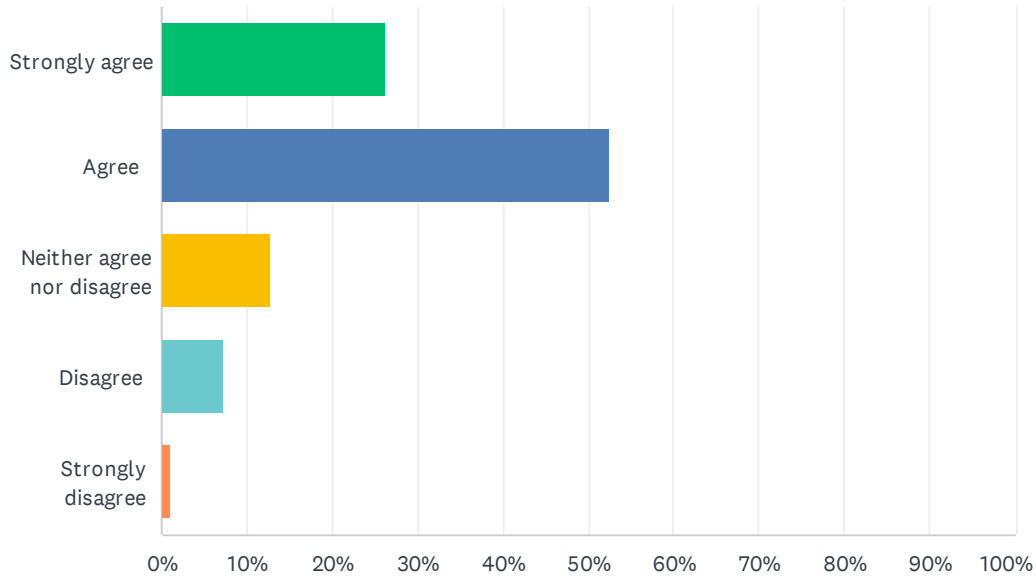
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	25.29%	87
Agree	50.58%	174
Neither agree nor disagree	16.28%	56
Disagree	7.85%	27
Strongly disagree	0.00%	0
TOTAL		344

Q2 I feel valued and welcomed as an individual in my school (if you work in a school) or department (if you work outside of a school).

Answered: 343 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	26.24%	90
Agree	52.48%	180
Neither agree nor disagree	12.83%	44
Disagree	7.29%	25
Strongly disagree	1.17%	4
TOTAL		343

Q3 What are 3 things your school or department can do to support you without negatively impacting the students you serve? (100 character max.)

Answered: 259 Skipped: 87

#	RESPONSES	DATE
1	Plan time, interventions, staffing	12/2/2021 2:09 AM
2	More access to training, more inclusion in decision making processes	12/1/2021 2:20 PM
3	A policy manual for new teachers, Reduce new teacher obligations	12/1/2021 11:07 AM
4	Higher capacity two sided copier, one to one	12/1/2021 8:19 AM
5	Provide time to plan, be supportive, work on culture within school	12/1/2021 7:38 AM
6	Cap class sizes (low 20s), follow through on our course recommendations, time for innovation	11/30/2021 7:48 PM
7	acknowledge the good things that I am doing, recognize that I am here	11/30/2021 4:16 PM
8	Continued support from admin re: students, continued check-ins, continue valuing our time	11/30/2021 3:40 PM
9	Provide time for planning and prep as a part of ALL PD. Check on staff well being/needs monthly.	11/30/2021 3:13 PM
10	listen be flexible offer to help	11/30/2021 2:50 PM
11	Regular check-ins from Admin for a conversation about what's happening with me.	11/30/2021 2:43 PM
12	Provide 2 extra days (12/20-12/21) off for the winter break.	11/30/2021 2:40 PM
13	I do not feel administration knows its staff and are not visible much during the school day.	11/30/2021 2:29 PM
14	1. Understand the job we do and give us accurate district leadership.	11/30/2021 2:16 PM
15	more frequent and genuine check ins from admin, more time to build relationships	11/30/2021 2:15 PM
16	Moving statesmen time to the beginning of the day	11/30/2021 1:23 PM
17	Enforce the cell phone policy, students are openly using cell phones text, snapchat, play games	11/30/2021 1:13 PM
18	establish after school tutoring in mathematics and reading	11/30/2021 1:12 PM
19	Provide Professional development	11/30/2021 1:08 PM
20	include my input and ideas	11/30/2021 1:00 PM
21	I already feel supported	11/30/2021 12:22 PM
22	Why are you insinuating that teachers would purposefully do things that negatively impact kids?	11/30/2021 12:13 PM
23	Actively listen, support the whole well being, and ask if anything is needed.	11/30/2021 12:12 PM
24	1. bigger classroom 2. more budget to buy things for classroom 3. more mental health days	11/30/2021 11:53 AM
25	more clt time, less team meetings, more plan time	11/30/2021 11:48 AM
26	Allow me to clock in when I have to work from home, use more common sense in decision making.	11/30/2021 11:44 AM
27	Anything would result in a negative impact as I work with a very vulnerable population.	11/30/2021 11:44 AM
28	treat me like an equal -- learn how my job works before making decisions	11/30/2021 11:28 AM
29	Provide aides for intervention time, stop scheduling IEPs at plan time,	11/30/2021 11:26 AM

WGSD Staff Climate Survey

30	1) Offer more self care opportunities for students AND staff	11/30/2021 11:25 AM
31	More financial support for staffing.	11/30/2021 11:23 AM
32	Regular check ins, asking how I can be supported	11/30/2021 11:22 AM
33	Instead of looking to add to a teachers plate, think what can I take it off it.	11/30/2021 11:13 AM
34	Admin could be more fun, creative, energized. Remove mask mandate. Make it fun to work here again.	11/30/2021 11:02 AM
35	Rethink conference week	11/30/2021 10:56 AM
36	Stop the unnecessary meetings. Be more open in communication. Give more mental health time.	11/30/2021 10:50 AM
37	little better flooring	11/30/2021 10:49 AM
38	Be willing to understand all views	11/30/2021 10:45 AM
39	Decrease the amount of PLC meetings, Allow more time for lesson reflection and planning	11/30/2021 10:43 AM
40	Allow me time to plan; do not ask me to cover for missing subs OR pay me to do so	11/30/2021 10:42 AM
41	plan time - we need time to differentiate for students in this new covid era	11/30/2021 10:41 AM
42	Bridge gap between SSD and WG; decrease duty in order to increase plan time	11/30/2021 10:40 AM
43	Offer self care/mental health days while we are still under the pandemic	11/30/2021 10:39 AM
44	Change the way it was done in the past and become more tree friendly.	11/30/2021 10:39 AM
45	Words of affirmation and supporting a lunch break (they do!)	11/30/2021 10:38 AM
46	Create more opportunities to observe staff.	11/30/2021 10:35 AM
47	Assist more when sub is needed. More complete orientation.	11/30/2021 10:34 AM
48	Eliminate PD for the year.	11/30/2021 10:34 AM
49	Not as many scheduled meetings (i.e maybe just one CLT meeting per week)	11/30/2021 10:32 AM
50	structured RTI process to prevent SSD from being the scape goats	11/30/2021 10:30 AM
51	listen to the teachers when making decisions	11/29/2021 10:58 AM
52	Add disabilities inclusion training, stress relief items, anonymous suggestion box.	11/27/2021 9:54 PM
53	1)	11/23/2021 3:35 PM
54	Give us time to work, work together	11/23/2021 11:02 AM
55	Provide additional assistance, acknowledge my importance, and treat me as a certified educator.	11/23/2021 11:00 AM
56	Continue to grow and foster an environment that values the contributions of all	11/23/2021 10:48 AM
57	1 - reduce CLT time 2 - hire subs	11/23/2021 10:42 AM
58	Give us a longer break	11/22/2021 11:55 AM
59	Hire more support staff. Offer more professional development.	11/18/2021 1:50 PM
60	self care days!!!!	11/18/2021 12:12 PM
61	Increase pay, less reliance on "other duties as assigned"	11/18/2021 11:31 AM
62	Decrease amount of new tasks, work from home when appropriate, social activities with peers.	11/17/2021 11:43 AM
63	Allow custodial and maintenance equitable off during off breaks.	11/17/2021 8:08 AM
64	The ability to take mental and physical health days.	11/16/2021 11:21 AM
65	Continue to be consistent with support	11/16/2021 7:46 AM
66	Admin can be more seen and give more positive feedback.	11/15/2021 12:03 PM

WGSD Staff Climate Survey

67	Honestly, I can not think of anything at the moment	11/15/2021 10:59 AM
68	Reduce responsibilities that impact ability to do job, validate that I am not ok	11/13/2021 10:16 PM
69	1. No more extra lunch duties. 2. Consider us to be Specialists in all aspects.	11/12/2021 8:07 AM
70	provide more than 100 character MAX to listen to your employees	11/11/2021 8:54 PM
71	recognition and thanks, listening to concerns, taking non-essentials off our plates	11/11/2021 2:59 PM
72	I'm not sure right now!	11/11/2021 11:30 AM
73	Treat us as professionals. The constant penny pinching of our contract hours is insulting.	11/11/2021 10:17 AM
74	Reduce administrative tasks such as tardy referrals.	11/11/2021 10:16 AM
75	End school earlier, the high school gets out too late	11/11/2021 9:50 AM
76	- eliminate administrative tasks (tardy referrals, dress code referrals, etc)	11/11/2021 9:42 AM
77	Department is fine	11/11/2021 9:36 AM
78	Consistency with everything and transparency before decisions are made for us.	11/11/2021 9:27 AM
79	more department activities for team building / getting to know each other	11/11/2021 9:23 AM
80	Be transparent and not micromanage me. Trust me to do the job.	11/11/2021 9:20 AM
81	Keep giving us individual time to complete the tasks necessary.	11/10/2021 9:13 PM
82	Sync Canvas to SIS auto remove SLO requirements less school involvement outside contractual hours	11/10/2021 12:22 PM
83	1 limit adding duties without =subtractions /manageable class sizes /extra copiers around building	11/10/2021 12:19 PM
84	better communication	11/10/2021 10:27 AM
85	better understand my role, my lens, and my work	11/10/2021 9:57 AM
86	n/a	11/10/2021 8:14 AM
87	Just to work together.	11/9/2021 7:29 PM
88	Nothing	11/9/2021 6:29 PM
89	Stop making self care suggestions. Not to be micromanaged.	11/9/2021 3:42 PM
90	day off, extra help, more pertinent PD	11/9/2021 3:39 PM
91	Decrease additional duties during the school day and give SSD teachers subs so we can attend IEPs	11/9/2021 3:39 PM
92	1. Respect our time. 2. Allow productive PD time. 3. Be mindful of extra things asked of us.	11/9/2021 3:37 PM
93	Full plan times, aides supporting and not being pulled, Pd of new units	11/9/2021 3:36 PM
94	positive words of encouragement, fewer (or shortened) CLT meetings	11/9/2021 3:36 PM
95	In-classroom support, extra plan time, less meetings.	11/9/2021 3:35 PM
96	give back plan time, less committee meetings,	11/9/2021 3:34 PM
97	hire district paras, hire teacher assistants make CLT time only half of plan time	11/9/2021 3:34 PM
98	Get full lunch period, extra plan, discuss not only things going well but things not going well	11/9/2021 3:34 PM
99	Time, time and more time	11/9/2021 3:32 PM
100	1. help whenever i need it 2. give me support 3. CLT time	11/9/2021 3:32 PM
101	I don't know	11/9/2021 3:32 PM
102	Give praise, trust, celebrations	11/9/2021 3:16 PM

WGSD Staff Climate Survey

103	Respect our classroom space/time, acknowledge mental stress, more collaboration	11/9/2021 2:58 PM
104	Continue what they are doing. I always feel supported by my administration and my department members	11/9/2021 2:58 PM
105	Build in more time to accomplish tasks. Increase available personal days. Listen to teachers.	11/9/2021 12:36 PM
106	Show up for academic events, not just sports. Respond to emails within 24-48 hours	11/9/2021 12:09 PM
107	1. Years in your department should mean something when it comes to teaching classes.	11/9/2021 11:07 AM
108	Give time to complete the tasks that are assigned to me, no new initiatives for next year	11/9/2021 9:39 AM
109	Isn't this something a leader knows? Set us up for success.	11/9/2021 9:36 AM
110	CLT 2 times a month, no report card comments when we host conferences	11/9/2021 6:16 AM
111	more time to prepare lessons, fall break, positive feedback	11/8/2021 8:10 PM
112	Late starts for CLT meetings just like the high school.	11/8/2021 4:14 PM
113	CLT when new data is relevant, reliable sched support staff, vertical plan	11/8/2021 4:02 PM
114	1. positive feedback	11/8/2021 3:58 PM
115	I don't know	11/8/2021 3:54 PM
116	Treat me like more than a warm body, child care provider. I am a teacher.	11/8/2021 3:53 PM
117	providing time to work together with my team, providing adequate subs, providing a simple thank you	11/8/2021 3:46 PM
118	I feel supported	11/8/2021 3:41 PM
119	I feel supported.	11/8/2021 3:40 PM
120	Give teachers more time to work/plan. Take extra meetings off the calendar.	11/8/2021 11:25 AM
121	1) Allow additional time during contract hours to attend to all required tasks.	11/8/2021 9:56 AM
122	support/help to reduce my load, give positive feedback, acknowledge I'm a professional	11/7/2021 10:35 AM
123	1. consistent staff coverage 2. team meetings 3. weekly check-ins with staff	11/5/2021 12:54 PM
124	nothing	11/5/2021 12:48 PM
125	necessary technology; 3-4 mental health days	11/5/2021 9:49 AM
126	Contact: Ronda Smith Branch ronda@worthyofwellbeing.com 3143230403	11/5/2021 7:39 AM
127	Evaluate the new WGHS schedule with all teachers involved and all possible schedules on the table.	11/4/2021 10:01 PM
128	Fewer meetings, schedules that allow for interventions and relationships, more adults in classes	11/4/2021 6:44 PM
129	Admin handle tardy referrals, more tech-LMS need a 1:1 school, faster response for order approval	11/4/2021 3:21 PM
130	Honor my beliefs and whiteness	11/4/2021 12:25 PM
131	Hire more subs, provide more opportunity for work days, and boost school morale	11/4/2021 12:16 PM
132	Can't really say three things in 100 characters which sums the school year so far...frustrating	11/4/2021 11:20 AM
133	your survey will not allow me to answer this, which is incredibly frustrating.	11/4/2021 8:49 AM
134	more collaborative time, less traveling, bigger budget	11/4/2021 8:37 AM
135	Having enough staff members to cover when I take time off	11/4/2021 8:20 AM
136	2 days before Winter or Thanksgiving off, shorten report cards, take out one added RUOS WUOS units	11/4/2021 8:07 AM
137	1) more money 2) more money 3) more money	11/4/2021 7:42 AM

WGSD Staff Climate Survey

138	great work. need more people	11/4/2021 6:49 AM
139	More technology PD for teachers; the Google Suite, SIS 360, Clever, Canvas	11/3/2021 3:54 PM
140	See children as people instead of data points on a piece of paper.	11/3/2021 3:38 PM
141	Counselor can be more open and willing to serve the children.	11/3/2021 2:31 PM
142	Continue supporting time off to care for my children. providing feedback. support PD	11/3/2021 2:24 PM
143	No SLO's, Growth Plans, trade meetings for work on own	11/3/2021 2:03 PM
144	100 characters? This is not enough. It's indicative of the larger problem. Do you really care?	11/3/2021 2:00 PM
145	The question implies that teachers would knowingly set out to hurt our students. It is insulting.	11/3/2021 1:54 PM
146	1. Access to printer for aides 2. Prepared plans for intervention 3. Aides join CLTs	11/3/2021 12:22 PM
147	Improve the budget fr consumable supplies.	11/3/2021 12:21 PM
148	Reduce lunch supervision duty, hire support staff, prioritize mental health for students and staff.	11/3/2021 12:08 PM
149	self care, self care, self care	11/3/2021 12:00 PM
150	Assume professionalism, try to build community, offer help when needed	11/3/2021 11:26 AM
151	error received, the comment you entered is in an invalid format	11/3/2021 11:13 AM
152	COMMUNICATE, INFORM, FOLLOW UP	11/3/2021 10:53 AM
153	Listen, celebrate my work, include teacher voice in decision making	11/3/2021 10:46 AM
154	Uninterrupted plan time, cooperative planning, doing things without being asked.	11/3/2021 10:39 AM
155	More time for teacher duties. Less suspensions. Establish a larger curriculum library	11/3/2021 10:27 AM
156	listen, be more organized, be open minded	11/3/2021 9:50 AM
157	create more programs for at-risk learners at the secondary level	11/3/2021 9:50 AM
158	More time. Teacher autonomy respected. Daily mental and SEL support	11/3/2021 9:33 AM
159	Hold students accountable make faculty meetings faculty meetings again, not pd	11/3/2021 9:32 AM
160	1. Continue to see us as individuals. 2. Continue to be open to conversation.	11/3/2021 9:28 AM
161	Optional spring conferences Reduce CLT meetings Remove Intervention	11/3/2021 9:26 AM
162	Reduce administrative tasks for teachers, less meetings that should be email, choice in PD.	11/3/2021 9:06 AM
163	Communicate more about what is happening and what is coming up	11/3/2021 8:55 AM
164	better communication, more team collaboration, and more uniformity in job descriptions in same role	11/3/2021 8:48 AM
165	Observe me teaching, interview my students for their perspective, be open to new ideas	11/3/2021 8:34 AM
166	1. Teachers need to be more friendly 2. Allowed opportunities to meet new workers	11/3/2021 8:02 AM
167	n/a	11/3/2021 7:47 AM
168	More help, more time for our own mental health and well being	11/3/2021 7:46 AM
169	Make sure we have a plan period every day.	11/3/2021 7:44 AM
170	?	11/3/2021 7:40 AM
171	Applying me with more resources and plan time	11/3/2021 7:37 AM
172	1. Mental health time 2. No more individual shout outs 3.	11/3/2021 6:23 AM
173	On PD days, allow 1/2 of the day as a teacher work day	11/2/2021 8:54 PM
174	Not sure	11/2/2021 8:47 PM

WGSD Staff Climate Survey

175	Zoom meeting options—one less hour without a mask;	11/2/2021 8:34 PM
176	More effective communication, more flexibility	11/2/2021 8:27 PM
177	more department meetings, more knowledge on what's going on, more actual presence from admin	11/2/2021 8:09 PM
178	1) 1/2 days for planning, not new PD 2) Updating progress report 3) limiting additional meetings	11/2/2021 7:27 PM
179	1. Flex time 2. Attending concerts I conduct. 3. Noticing when I put in extra time and work.	11/2/2021 7:24 PM
180	Mental health day for students and staff	11/2/2021 7:05 PM
181	trust my judgement, respect my time and expertise	11/2/2021 6:36 PM
182	Continue to value my voice	11/2/2021 6:19 PM
183	Not Sure	11/2/2021 5:48 PM
184	Value our time, value our experience, value our mental health	11/2/2021 5:46 PM
185	The comment you entered is in an invalid format.	11/2/2021 5:35 PM
186	Trust me!	11/2/2021 5:17 PM
187	more support staff, more plan time (perhaps less PD this year),	11/2/2021 4:56 PM
188	Reconsider pacing guides, PD expectations during this pandemic, rethink CLTs during this time.	11/2/2021 4:48 PM
189	Teach children to respect school property	11/2/2021 4:32 PM
190	It keeps rejecting this answer on the survey. Sorry.	11/2/2021 4:26 PM
191	fewer meetings, fewer PD days where we need a sub, more honesty	11/2/2021 4:11 PM
192	n/a	11/2/2021 4:03 PM
193	Don't put more on the to do list without taking some things off,	11/2/2021 4:02 PM
194	provide adult services for mental health, require all staff to participate in ABAR workshops	11/2/2021 4:01 PM
195	Eliminating SLO, Growth Plan, and Statesmen Time	11/2/2021 3:58 PM
196	Use data from surveys to actually implement a plan for our well-being.	11/2/2021 3:45 PM
197	Provide time for mental health, listen, and be flexible	11/2/2021 3:43 PM
198	wouldn't take my answers	11/2/2021 3:28 PM
199	Acknowledge me (not b a public way, just an "I noticed this and it's great" note	11/2/2021 3:22 PM
200	Earlier release time at the high school	11/2/2021 3:17 PM
201	More affirmations; less administrative tasks; more rewards, etc	11/2/2021 3:04 PM
202	value my time, trust my professionalism, reduce amount of goals and data	11/2/2021 3:00 PM
203	recognizing how hard I am working, provide more time to plan with team, provide more work from home	11/2/2021 2:59 PM
204	Time	11/2/2021 2:58 PM
205	More purposeful CLT time, with clear agendas and work to accomplish.	11/2/2021 2:55 PM
206	active voice in decision making, input into what classes I teach, better communication	11/2/2021 2:50 PM
207	Give constructive feedback instead of attacking when they feel something is not right	11/2/2021 2:48 PM
208	Help get more subs	11/2/2021 2:47 PM
209	Listen, Communicate well & try again with the wellness monthly "support"	11/2/2021 2:46 PM
210	more fun time with co-workers, more plan time with co-workers	11/2/2021 2:44 PM
211	Listen, include, share	11/2/2021 2:41 PM

WGSD Staff Climate Survey

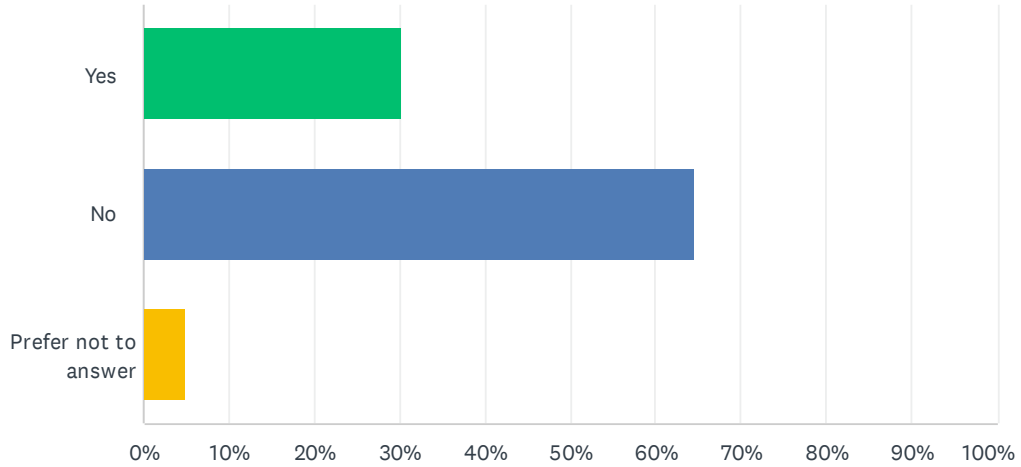
212	Mental health days built in	11/2/2021 2:33 PM
213	Less strict with contract hours, less outside of school requirements	11/2/2021 2:31 PM
214	just listen to me vent	11/2/2021 2:28 PM
215	Provide individual work time, provide individual work space, increase relationship building	11/2/2021 2:27 PM
216	Be more willing to try and accepting of new ideas	11/2/2021 2:26 PM
217	My coworkers treat me with respect. I wish the admins did.	11/2/2021 2:24 PM
218	time, flexibility, trust	11/2/2021 2:24 PM
219	1. Communicate, 2. Communicate effectively 3. Communicate with everyone involved.	11/2/2021 2:23 PM
220	I tried to fill this out, but it keeps giving me an error message	11/2/2021 2:21 PM
221	identify me as being a part of a team	11/2/2021 2:21 PM
222	Show or express appreciation have something positive to say versus complaining stop feeling entitled	11/2/2021 2:20 PM
223	THIS QUESTION WON't LET ME INPUT MY ANSWER	11/2/2021 2:20 PM
224	Give me time, allow me to grow, and be purposeful in the PD offerings being provided to us.	11/2/2021 2:19 PM
225	medical supplies, Vision Spot Screener, supplies	11/2/2021 2:18 PM
226	more uninterrupted plan time, no other class in my room during my plan time,	11/2/2021 2:17 PM
227	More money for supplies instead of having to use my own	11/2/2021 2:17 PM
228	A clear/concise way to access documentation for the district	11/2/2021 2:16 PM
229	Listen, elbow bump, and have some laughs	11/2/2021 2:16 PM
230	give more TA support time	11/2/2021 2:15 PM
231	More opportunities to foster selfcare into our day	11/2/2021 2:15 PM
232	understand the workload, open communication, empathy	11/2/2021 2:15 PM
233	Can't really say at the moment.	11/2/2021 2:15 PM
234	funding, make it easier to buy materials, smaller class sizes	11/2/2021 2:14 PM
235	maybe one of these late start days, teachers can come late too.	11/2/2021 2:14 PM
236	Give me a plan without another teacher's class in my room during after 1st semester.	11/2/2021 2:14 PM
237	Work from home on data days	11/2/2021 2:13 PM
238	Honor my beliefs,	11/2/2021 2:12 PM
239	Listen to ALL people	11/2/2021 2:12 PM
240	1. Change the schedule	11/2/2021 2:11 PM
241	1-Give me my library aide full time and reduce the amount of lunch and recesses	11/2/2021 2:10 PM
242	Listen, be available, encourage	11/2/2021 2:09 PM
243	check-ins and offer support/help during busy times	11/2/2021 2:07 PM
244	More collaborative teams in the hallways; praise the positive work; less paperwork requirements	11/2/2021 2:07 PM
245	Provide time, respect, and conversation/connection with admin	11/2/2021 2:07 PM
246	You are not interested because I have repeated entered my comment and it is not accepted.	11/2/2021 2:07 PM
247	I can't write what I want to write because it keeps saying it's an invalid format	11/2/2021 2:07 PM
248	Listening, understanding my needs, and supporting me when needed	11/2/2021 2:05 PM

WGSD Staff Climate Survey

249	provide more activity, acknowledge good work, more 'real' breaks	11/2/2021 2:04 PM
250	More flexibility	11/2/2021 2:04 PM
251	Update sisfin more janitorial staff	11/2/2021 2:03 PM
252	better supplies, flexibility in budget	11/2/2021 2:01 PM
253	Try to care about personal lives and family	11/2/2021 2:01 PM
254	To be have the same work hours as every other certified teacher in the district.	11/2/2021 2:00 PM
255	Letting us work from home on grading days.	11/2/2021 1:59 PM
256	Be more grateful for what we have, Show appreciation, time to accomplish work	11/2/2021 1:59 PM
257	Be aware of privilege and micro aggressions even though they feel they don't have any	11/2/2021 1:58 PM
258	less meetings, more Grace, more positivity	11/2/2021 1:57 PM
259	Hire more subs	11/2/2021 1:55 PM

Q4 More information or resources about stress management would benefit me.

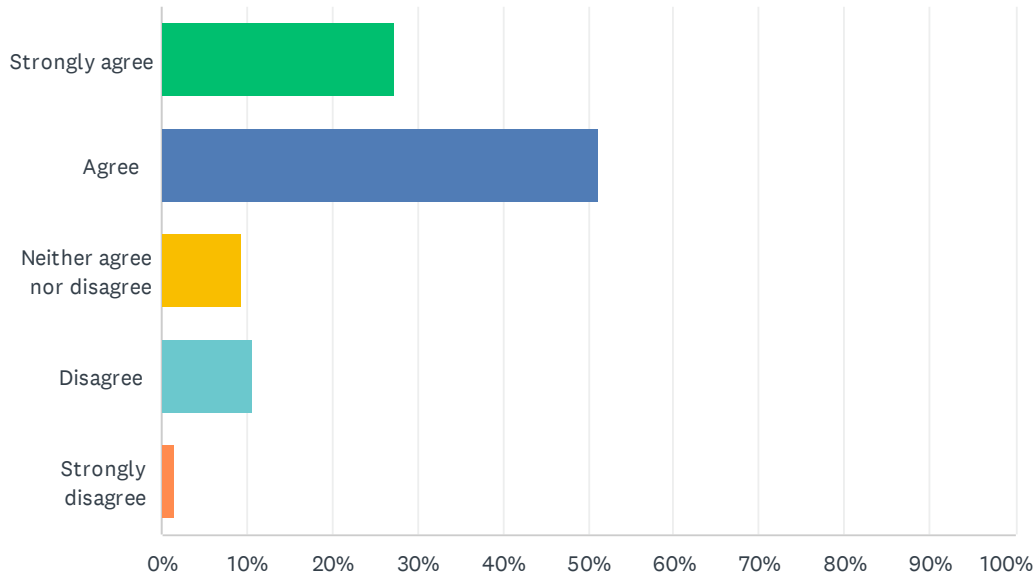
Answered: 340 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	30.29%	103
No	64.71%	220
Prefer not to answer	5.00%	17
TOTAL		340

Q5 During this school year, someone has provided me with positive feedback related to my work.

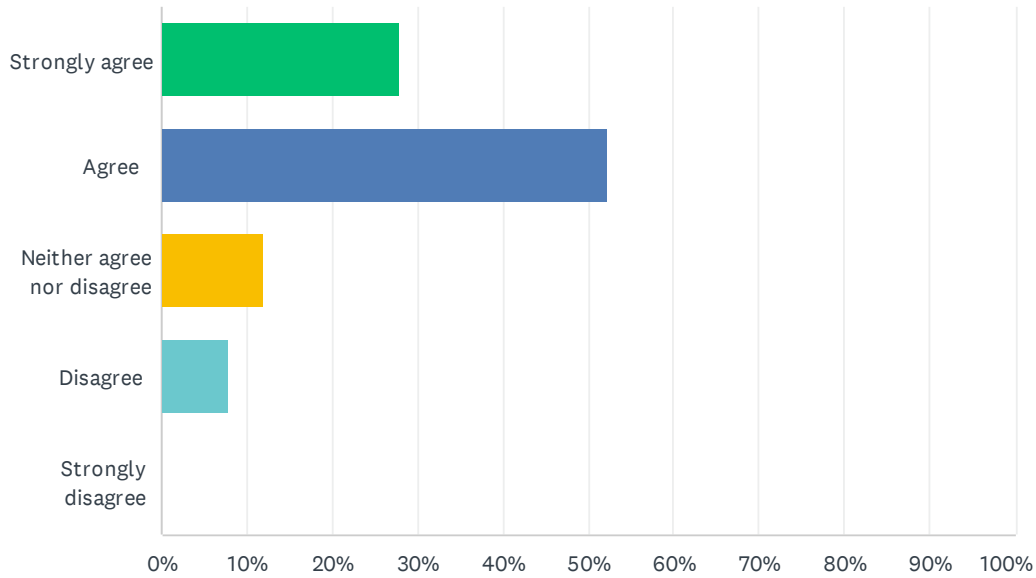
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	27.33%	94
Agree	51.16%	176
Neither agree nor disagree	9.30%	32
Disagree	10.76%	37
Strongly disagree	1.45%	5
TOTAL		344

Q6 There is someone at work who encourages me.

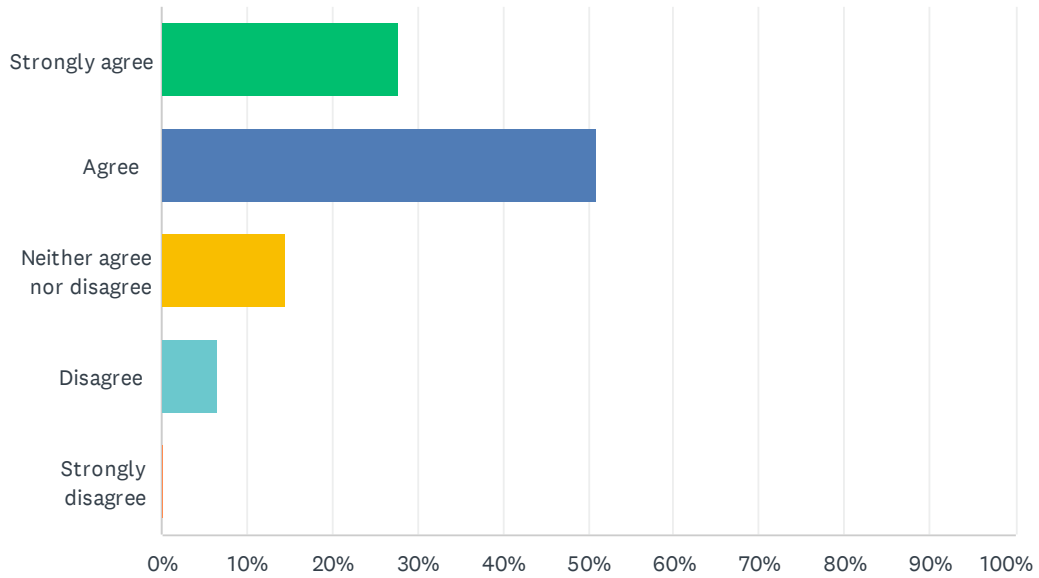
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	27.91%	96
Agree	52.33%	180
Neither agree nor disagree	11.92%	41
Disagree	7.85%	27
Strongly disagree	0.00%	0
TOTAL		344

Q7 I feel respected by my colleagues at work.

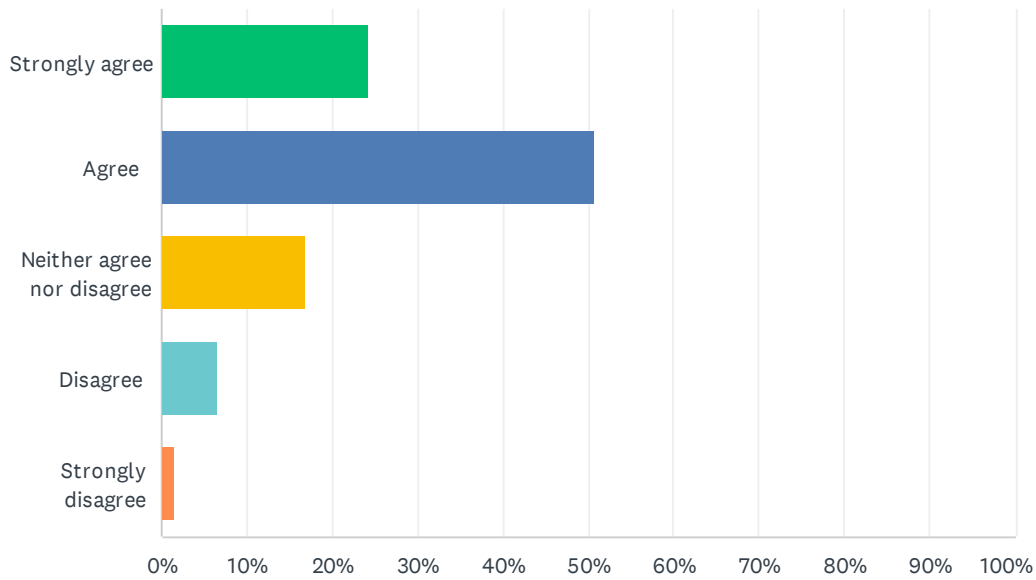
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	27.62%	95
Agree	50.87%	175
Neither agree nor disagree	14.53%	50
Disagree	6.69%	23
Strongly disagree	0.29%	1
TOTAL		344

Q8 WGSD has a strong commitment to diversity, equity, and inclusion.

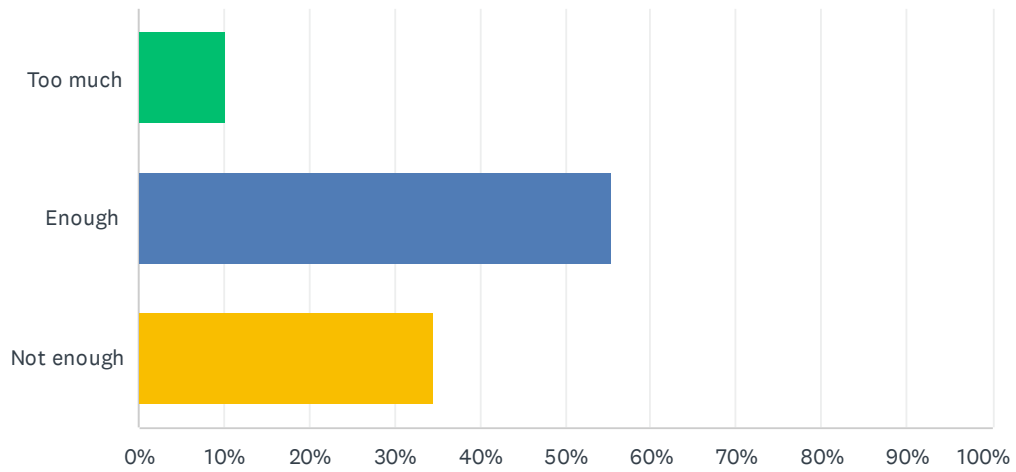
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	24.35%	84
Agree	50.72%	175
Neither agree nor disagree	16.81%	58
Disagree	6.67%	23
Strongly disagree	1.45%	5
TOTAL		345

Q9 WGSD demonstrates diversity, equity and inclusion.

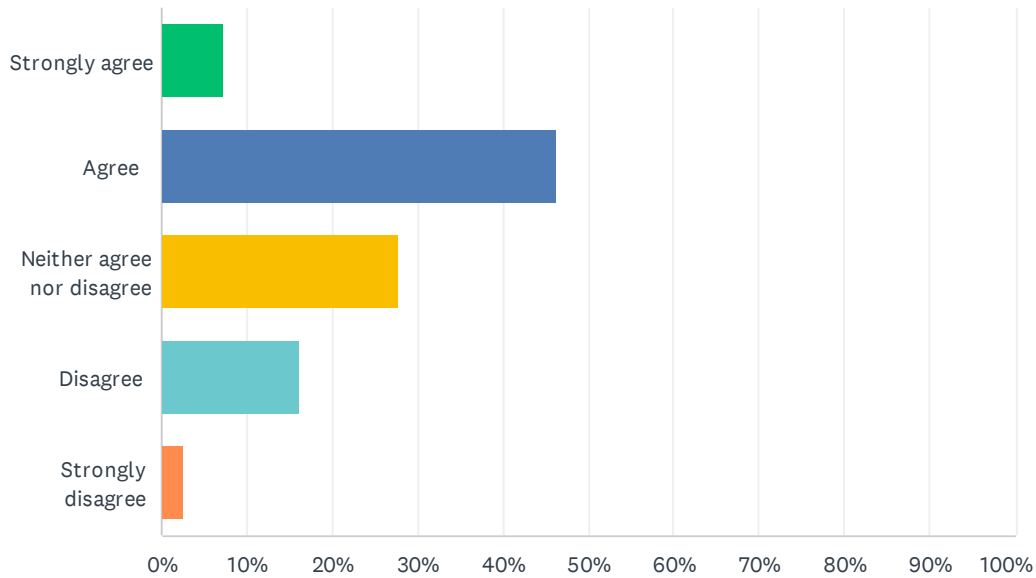
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES
Too much	10.14% 35
Enough	55.36% 191
Not enough	34.49% 119
TOTAL	345

Q10 In my school (if you work in a school) or department (if you work outside of a school), adults have the opportunity to have honest race-related conversations.

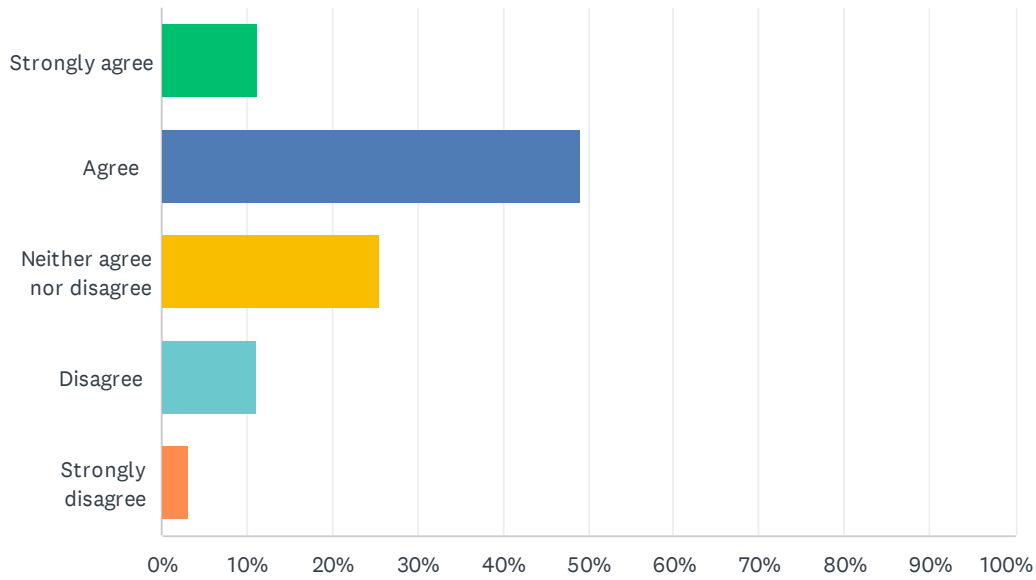
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	7.27%	25
Agree	46.22%	159
Neither agree nor disagree	27.62%	95
Disagree	16.28%	56
Strongly disagree	2.62%	9
TOTAL		344

Q11 In my school (if you work in a school) or department (if you work outside of a school), I feel comfortable having race-related conversations with other adults.

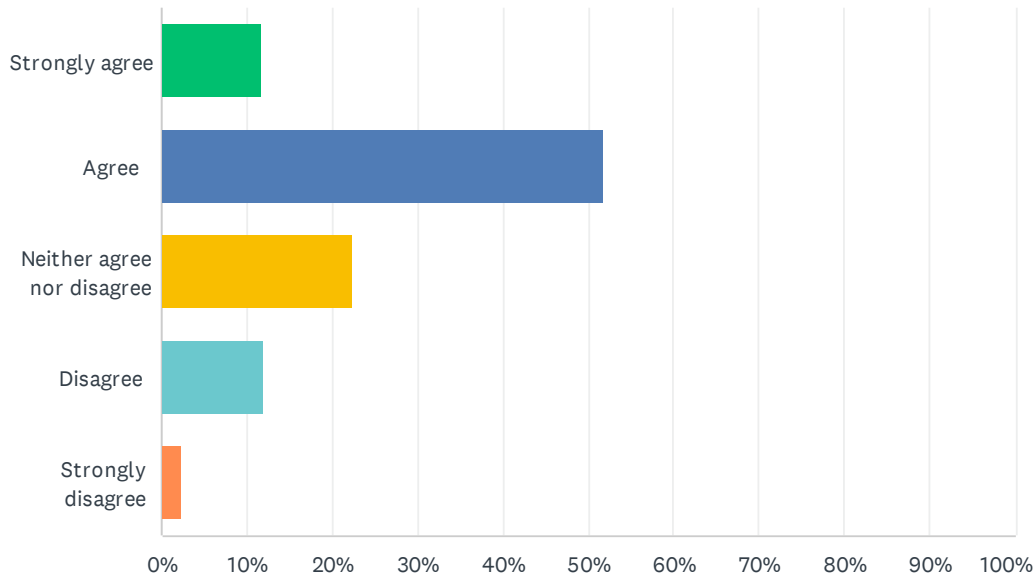
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	11.30%	39
Agree	48.99%	169
Neither agree nor disagree	25.51%	88
Disagree	11.01%	38
Strongly disagree	3.19%	11
TOTAL		345

Q12 In my school (if you work in a school) or department (if you work outside of a school), I feel comfortable having honest gender/gender expression conversations with other adults.

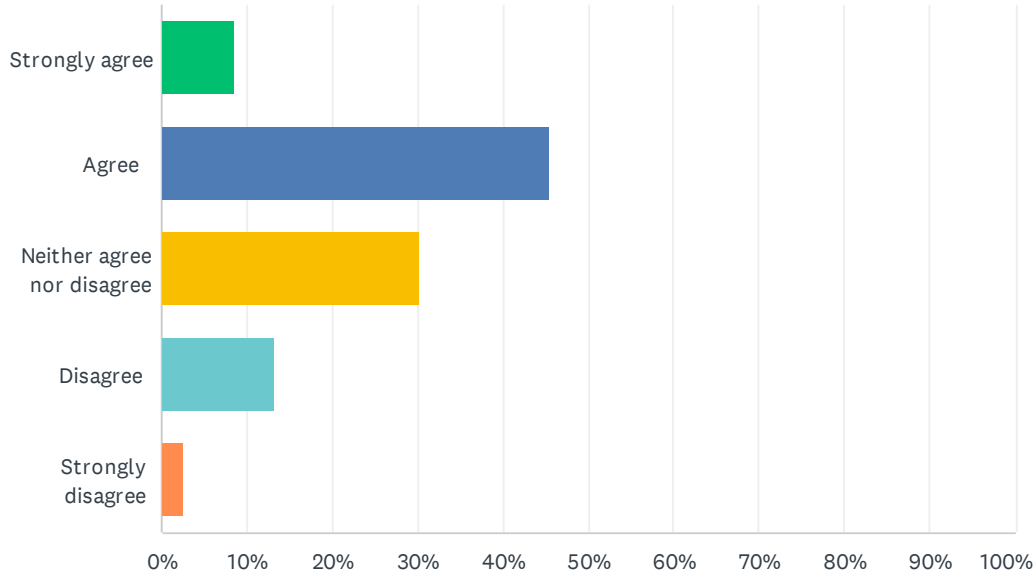
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	11.63%	40
Agree	51.74%	178
Neither agree nor disagree	22.38%	77
Disagree	11.92%	41
Strongly disagree	2.33%	8
TOTAL		344

Q13 In my school (if you work in a school) or department (if you work outside of a school), adults have the opportunity to have honest gender/gender expression conversations with other adults.

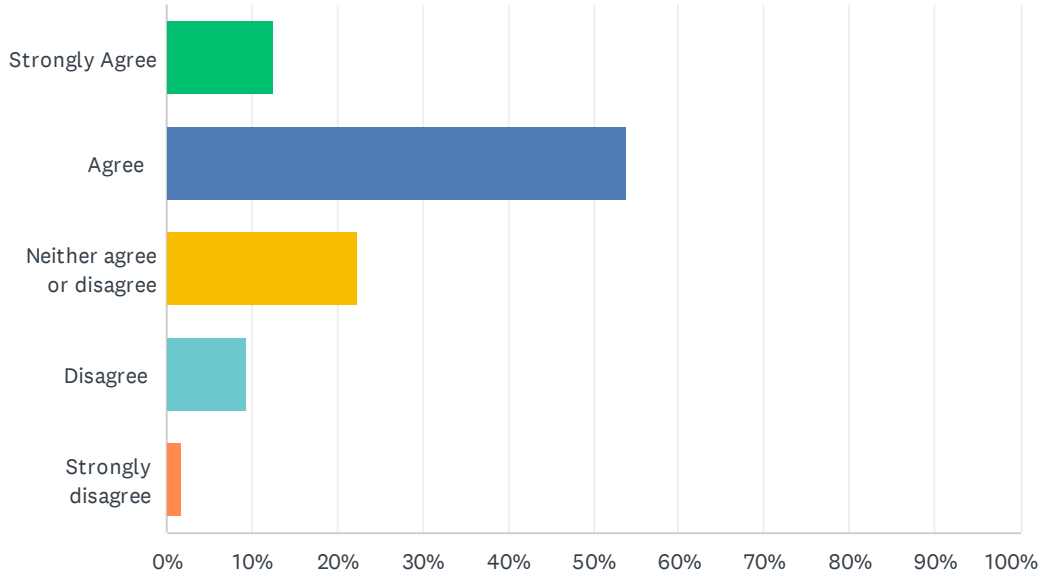
Answered: 343 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	8.45%	29
Agree	45.48%	156
Neither agree nor disagree	30.32%	104
Disagree	13.12%	45
Strongly disagree	2.62%	9
TOTAL		343

Q14 Related to diversity, equity and inclusion, there is ongoing support for professional learning and growth in my school (if you work in a school) or department (if you work outside of school).

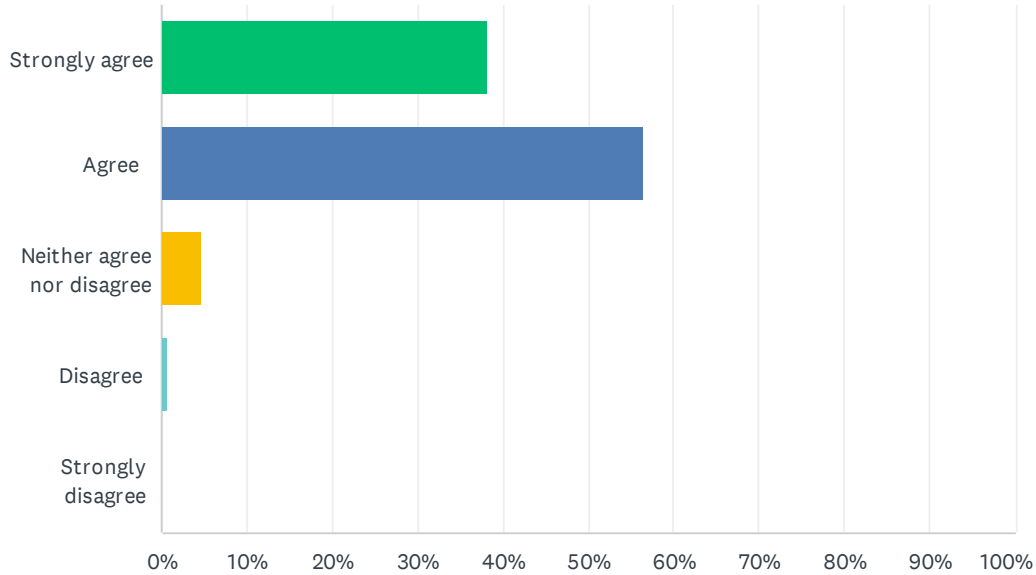
Answered: 343 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.54%	43
Agree	53.94%	185
Neither agree or disagree	22.45%	77
Disagree	9.33%	32
Strongly disagree	1.75%	6
TOTAL		343

Q15 Related to diversity, equity and inclusion, I am committed to my personal learning and growth.

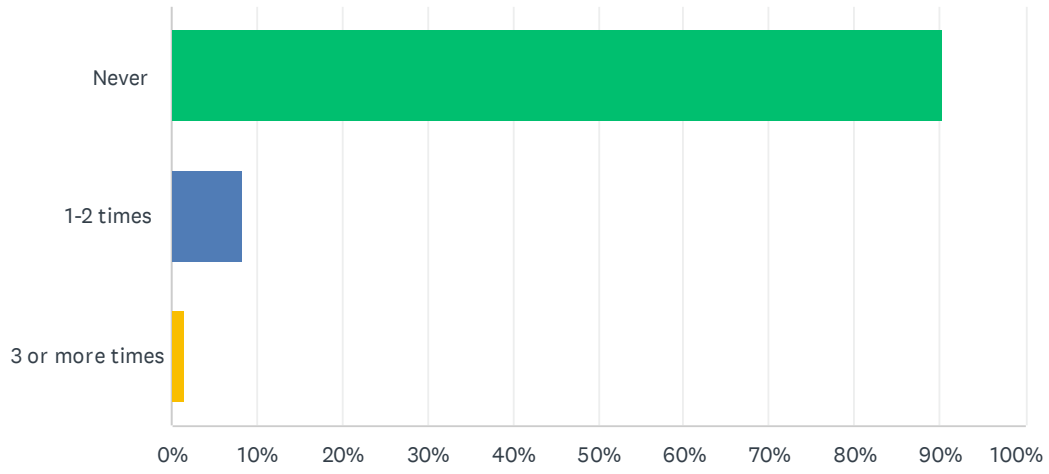
Answered: 343 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	38.19%	131
Agree	56.56%	194
Neither agree nor disagree	4.66%	16
Disagree	0.58%	2
Strongly disagree	0.00%	0
TOTAL		343

Q16 Ability or disability

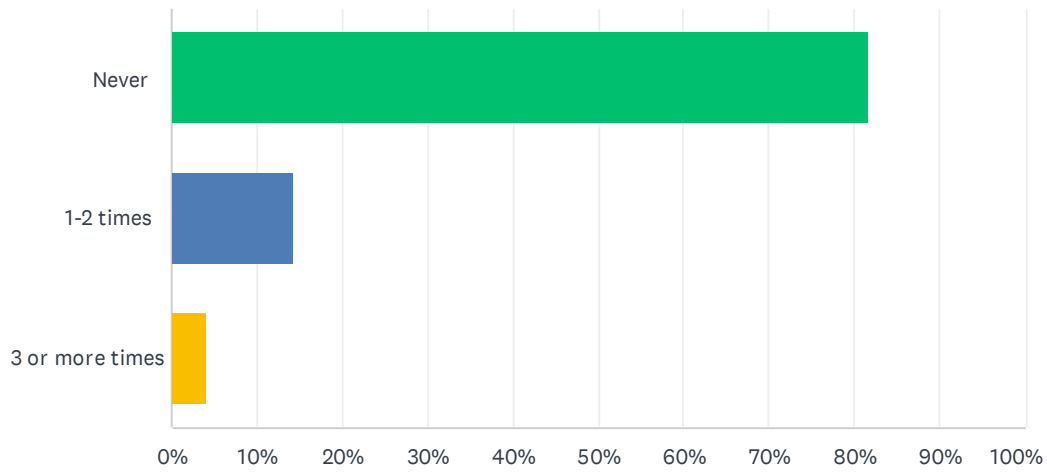
Answered: 341 Skipped: 5



ANSWER CHOICES	RESPONSES	
Never	90.32%	308
1-2 times	8.21%	28
3 or more times	1.47%	5
TOTAL		341

Q17 Age

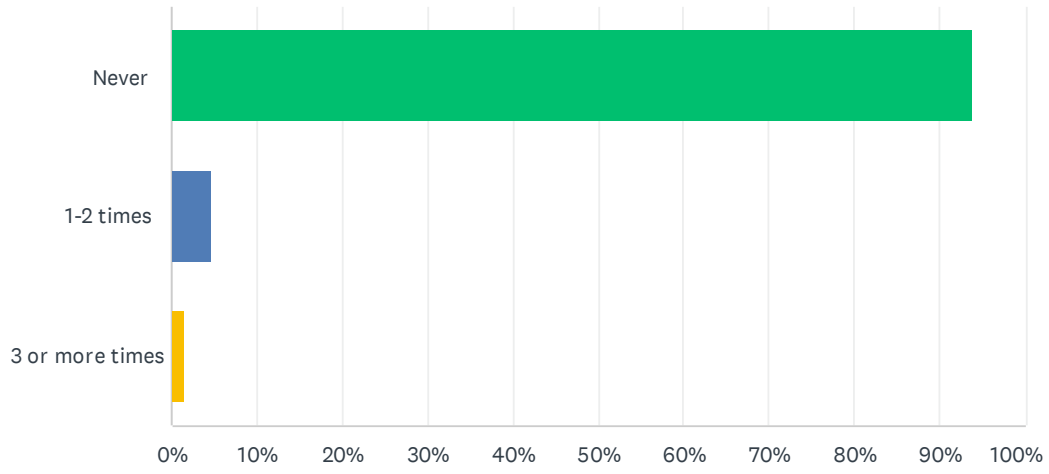
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Never	81.69%	281
1-2 times	14.24%	49
3 or more times	4.07%	14
TOTAL		344

Q18 Gender identity or expression

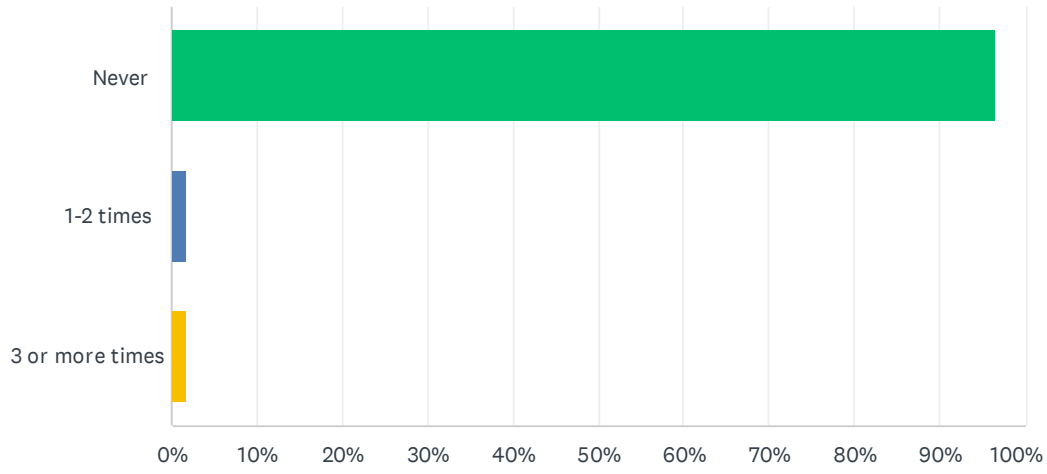
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	93.91%	324
1-2 times	4.64%	16
3 or more times	1.45%	5
TOTAL		345

Q19 National origin

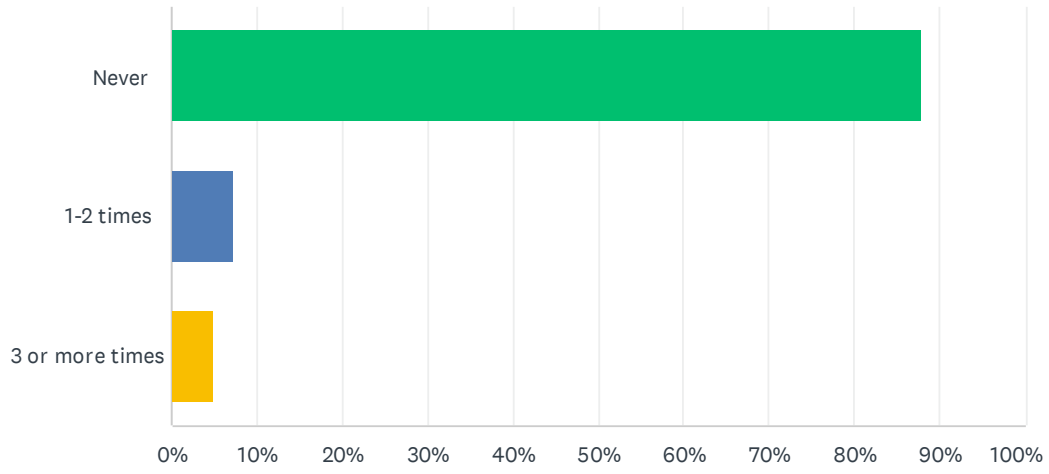
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Never	96.51%	332
1-2 times	1.74%	6
3 or more times	1.74%	6
TOTAL		344

Q20 Racial or ethnic identity

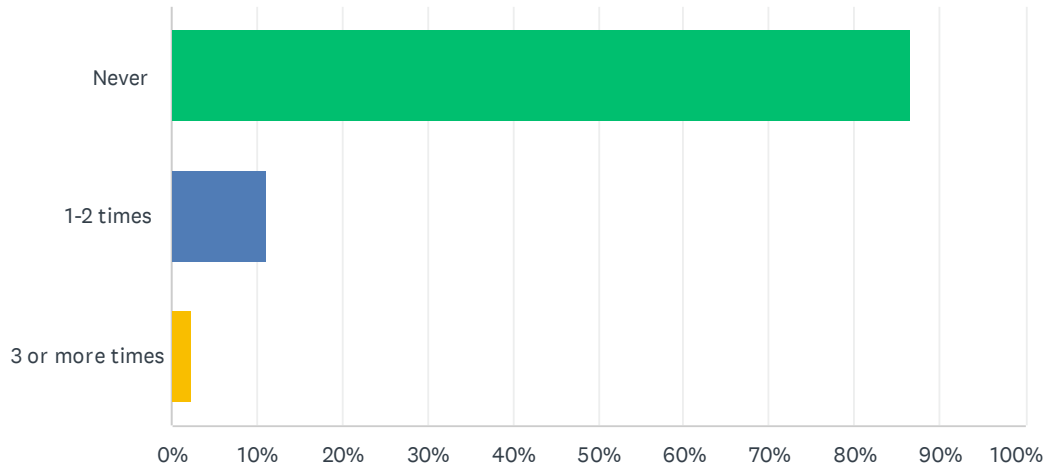
Answered: 344 Skipped: 2



ANSWER CHOICES	RESPONSES	
Never	87.79%	302
1-2 times	7.27%	25
3 or more times	4.94%	17
TOTAL		344

Q21 Sex

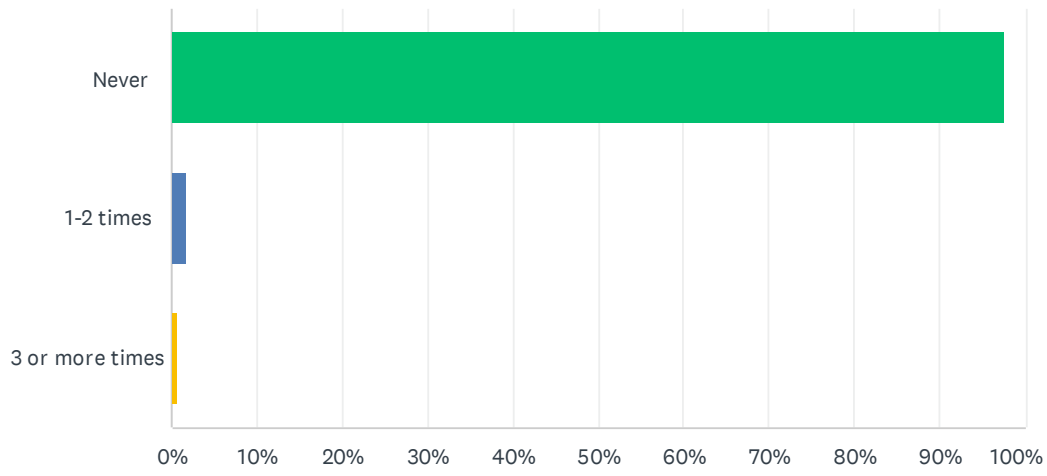
Answered: 343 Skipped: 3



ANSWER CHOICES	RESPONSES	
Never	86.59%	297
1-2 times	11.08%	38
3 or more times	2.33%	8
TOTAL		343

Q22 Sexual orientation

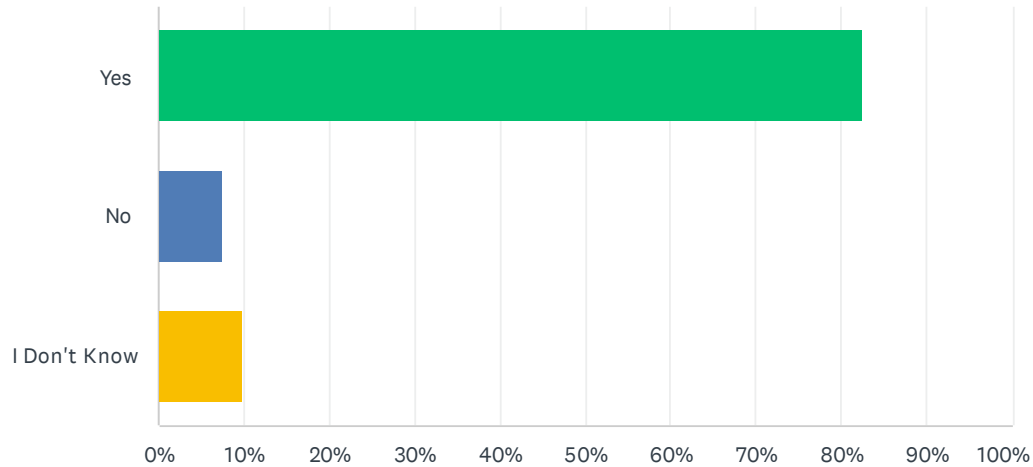
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	97.68%	337
1-2 times	1.74%	6
3 or more times	0.58%	2
TOTAL		345

Q23 I know how to report a harassment or discrimination incident that occurs in the WGSD.

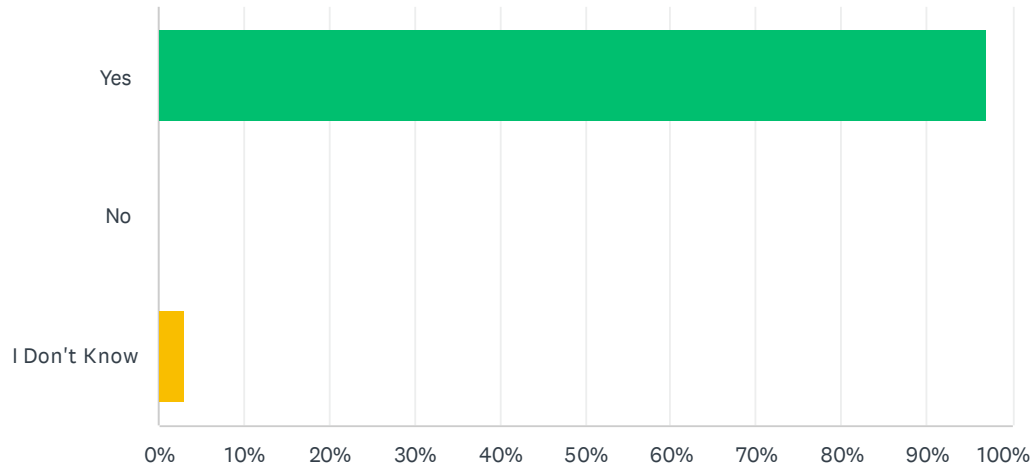
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	82.61%	285
No	7.54%	26
I Don't Know	9.86%	34
TOTAL		345

Q24 The district has an Anti-Bias/Anti-Racist (ABAR) policy.

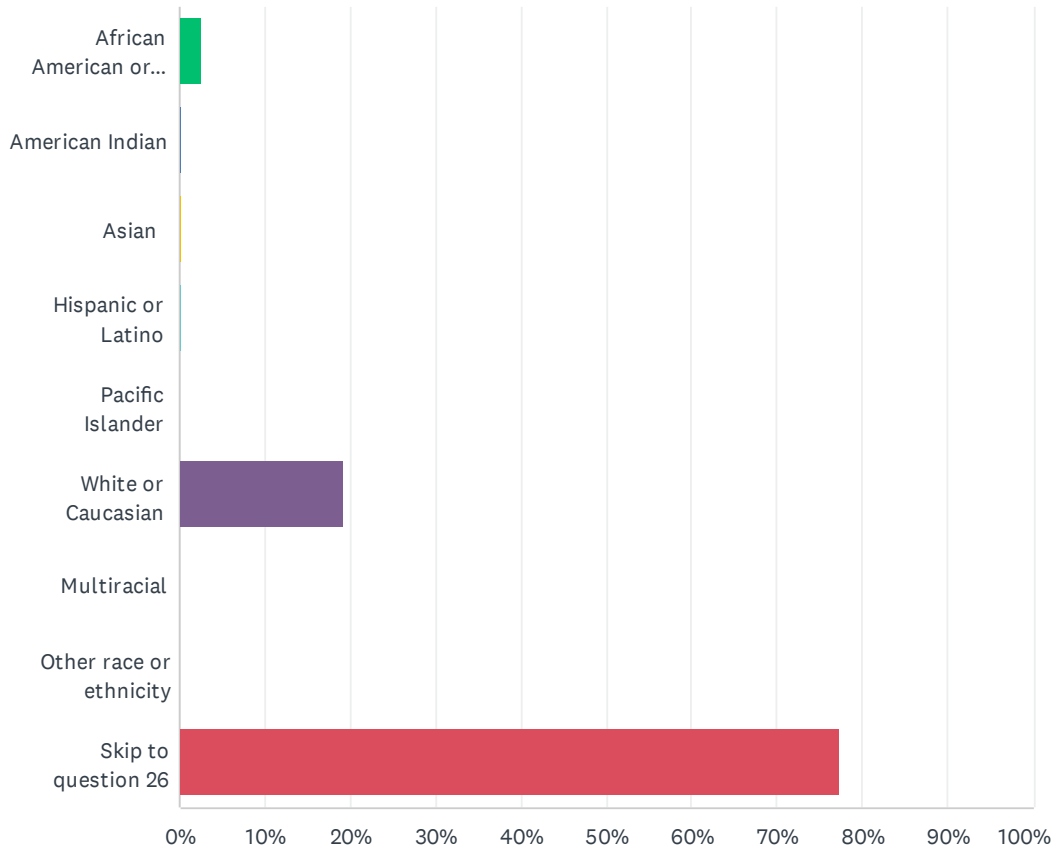
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	97.10%	335
No	0.00%	0
I Don't Know	2.90%	10
TOTAL		345

Q25 Please skip to question 26.

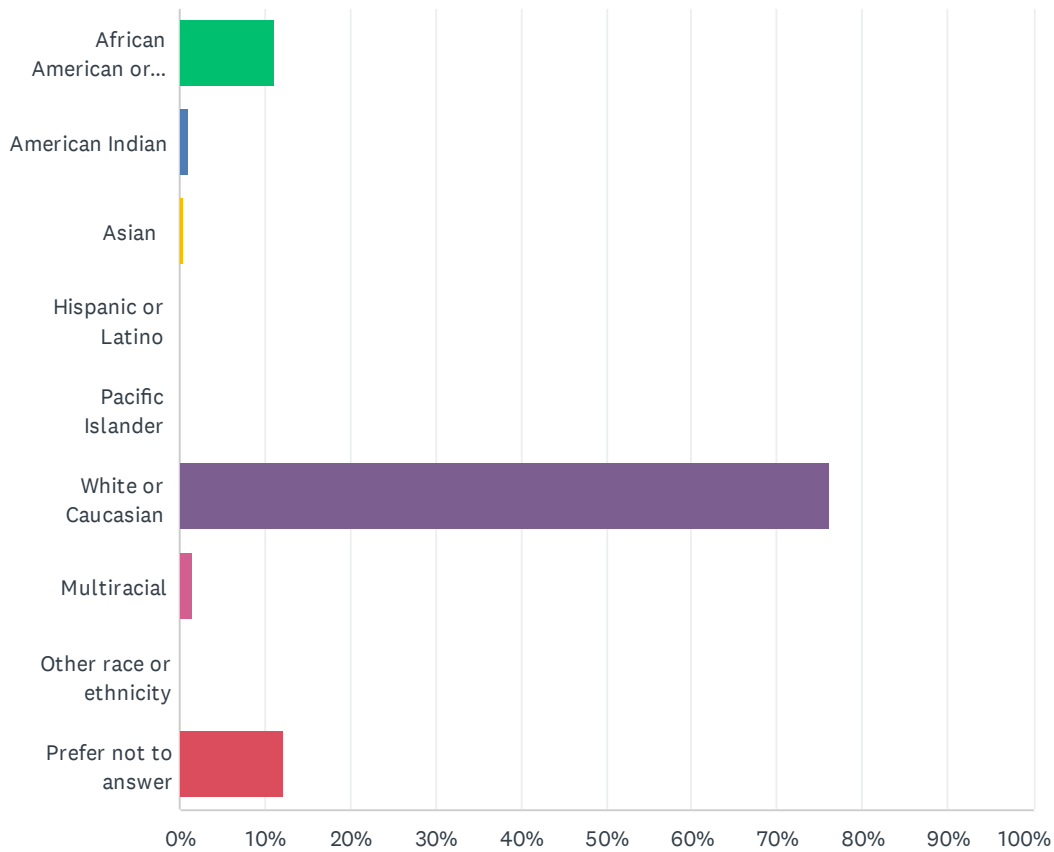
Answered: 322 Skipped: 24



ANSWER CHOICES	RESPONSES	
African American or Black	2.48%	8
American Indian	0.31%	1
Asian	0.31%	1
Hispanic or Latino	0.31%	1
Pacific Islander	0.00%	0
White or Caucasian	19.25%	62
Multiracial	0.00%	0
Other race or ethnicity	0.00%	0
Skip to question 26	77.33%	249
TOTAL		322

Q26 What is your race or ethnicity (check all that apply)

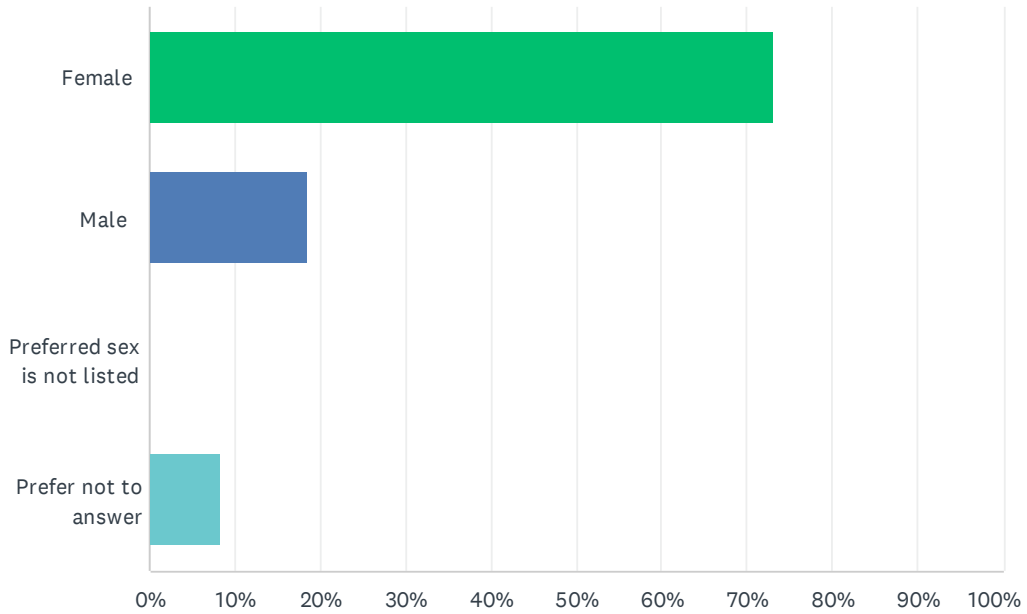
Answered: 264 Skipped: 82



ANSWER CHOICES	RESPONSES	
African American or Black	10.98%	29
American Indian	1.14%	3
Asian	0.38%	1
Hispanic or Latino	0.00%	0
Pacific Islander	0.00%	0
White or Caucasian	76.14%	201
Multiracial	1.52%	4
Other race or ethnicity	0.00%	0
Prefer not to answer	12.12%	32
Total Respondents: 264		

Q27 What is your sex?

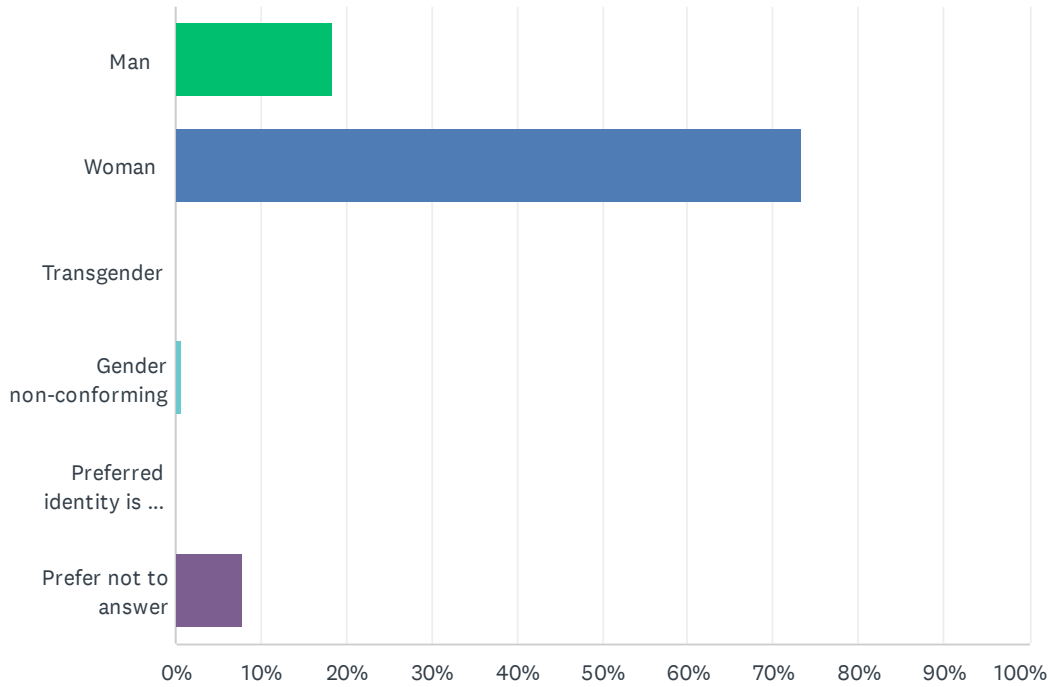
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Female	73.04%	252
Male	18.55%	64
Preferred sex is not listed	0.00%	0
Prefer not to answer	8.41%	29
TOTAL		345

Q28 What is your gender identity?

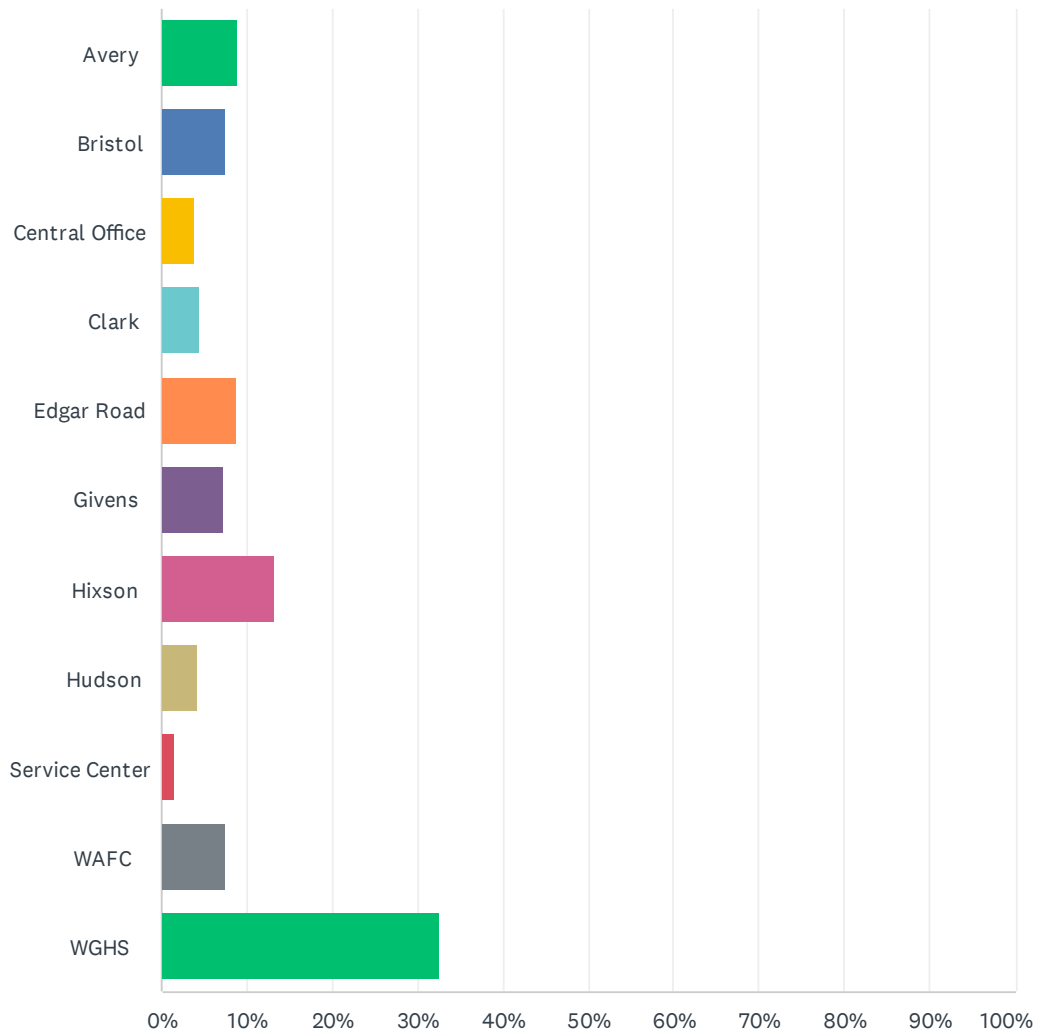
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Man	18.26%	63
Woman	73.33%	253
Transgender	0.00%	0
Gender non-conforming	0.58%	2
Preferred identity is not listed	0.00%	0
Prefer not to answer	7.83%	27
TOTAL		345

Q29 My primary building/department is:

Answered: 332 Skipped: 14

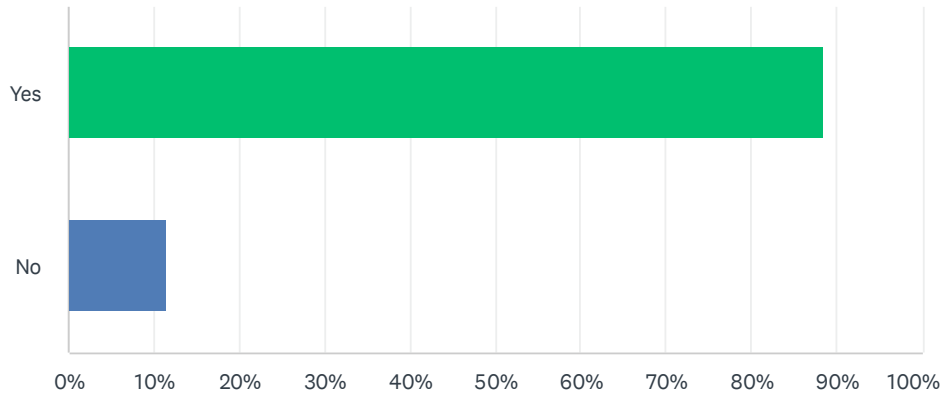


WGSD Staff Climate Survey

ANSWER CHOICES	RESPONSES	
Avery	9.04%	30
Bristol	7.53%	25
Central Office	3.92%	13
Clark	4.52%	15
Edgar Road	8.73%	29
Givens	7.23%	24
Hixson	13.25%	44
Hudson	4.22%	14
Service Center	1.51%	5
WAFC	7.53%	25
WGHS	32.53%	108
TOTAL		332

Q30 Do you work directly with children?

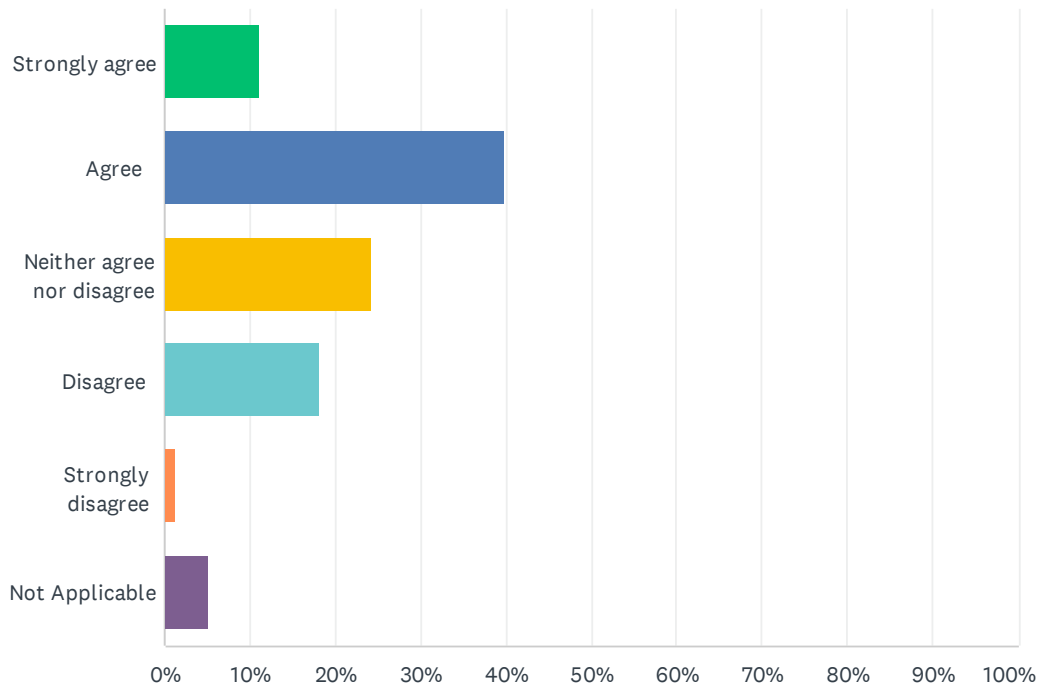
Answered: 345 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	88.41%	305
No	11.59%	40
TOTAL		345

Q31 In my school, all families and students feel valued and welcomed.

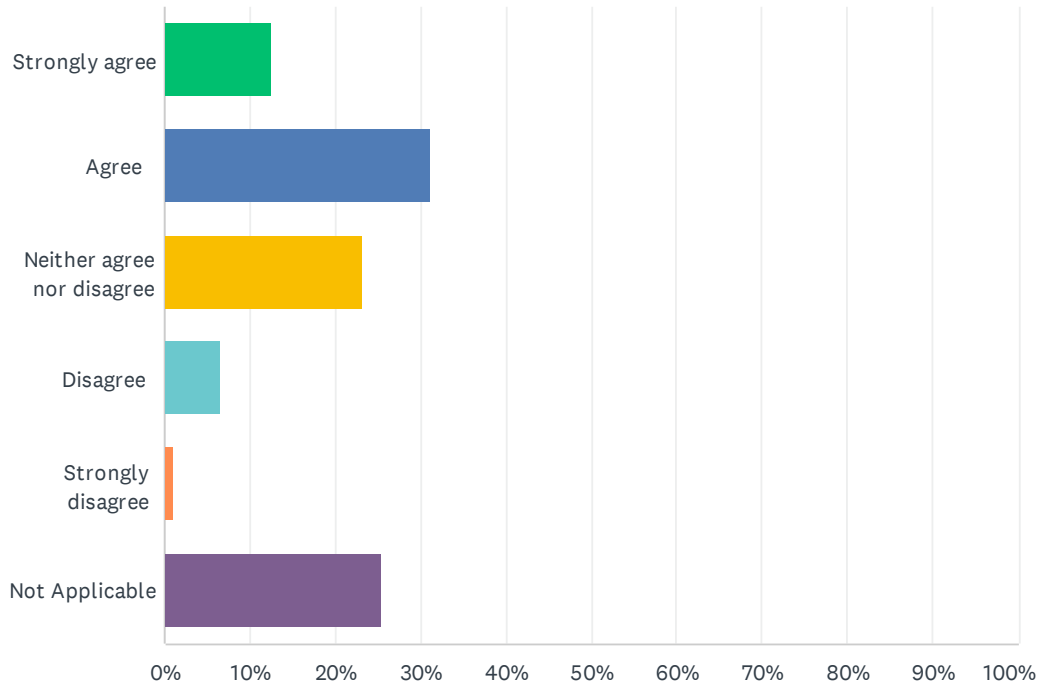
Answered: 291 Skipped: 55



ANSWER CHOICES	RESPONSES	
Strongly agree	11.00%	32
Agree	39.86%	116
Neither agree nor disagree	24.40%	71
Disagree	18.21%	53
Strongly disagree	1.37%	4
Not Applicable	5.15%	15
TOTAL		291

Q32 If I receive pushback in the areas of diversity, equity and inclusion, administrators have provided me with support.

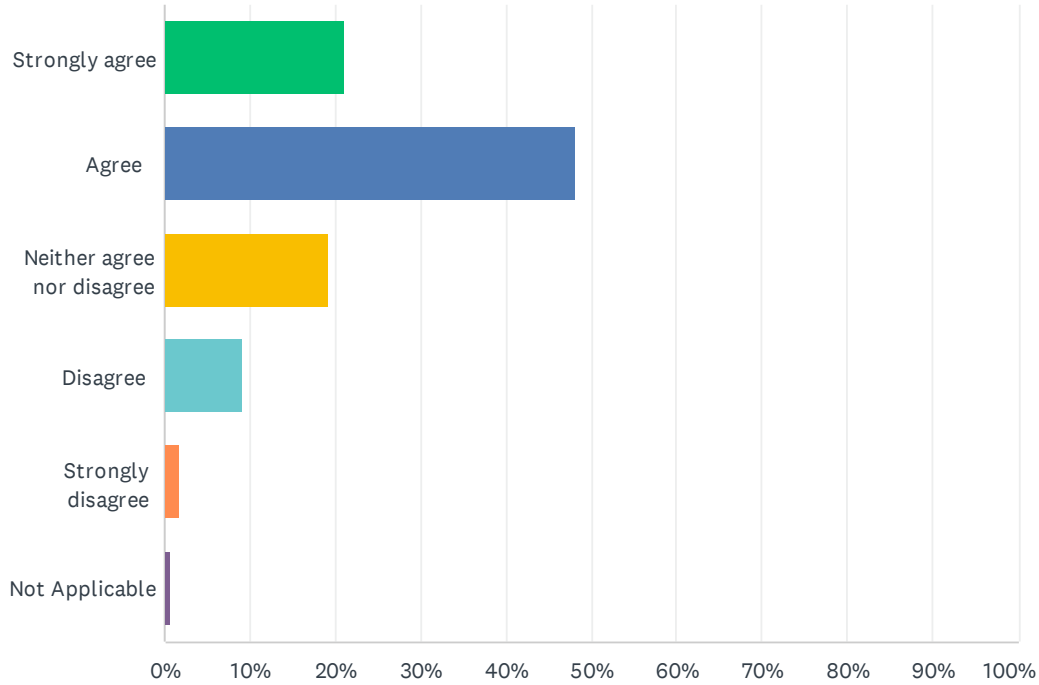
Answered: 292 Skipped: 54



ANSWER CHOICES	RESPONSES	
Strongly agree	12.67%	37
Agree	31.16%	91
Neither agree nor disagree	23.29%	68
Disagree	6.51%	19
Strongly disagree	1.03%	3
Not Applicable	25.34%	74
TOTAL		292

Q33 In my school, it is clear with our practices, procedures and expectations that we are working towards eliminating inequitable practices.

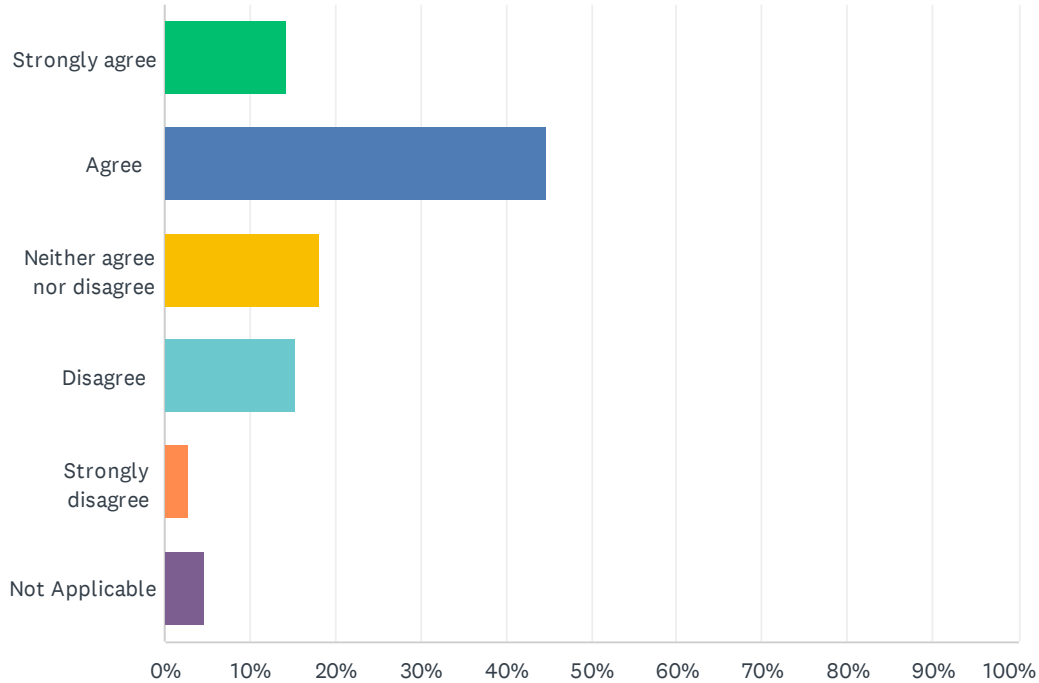
Answered: 293 Skipped: 53



ANSWER CHOICES	RESPONSES	
Strongly agree	21.16%	62
Agree	48.12%	141
Neither agree nor disagree	19.11%	56
Disagree	9.22%	27
Strongly disagree	1.71%	5
Not Applicable	0.68%	2
TOTAL		293

Q34 In my school, professional learning experiences are designed to support collaboration among staff across grades, content areas, or schools.

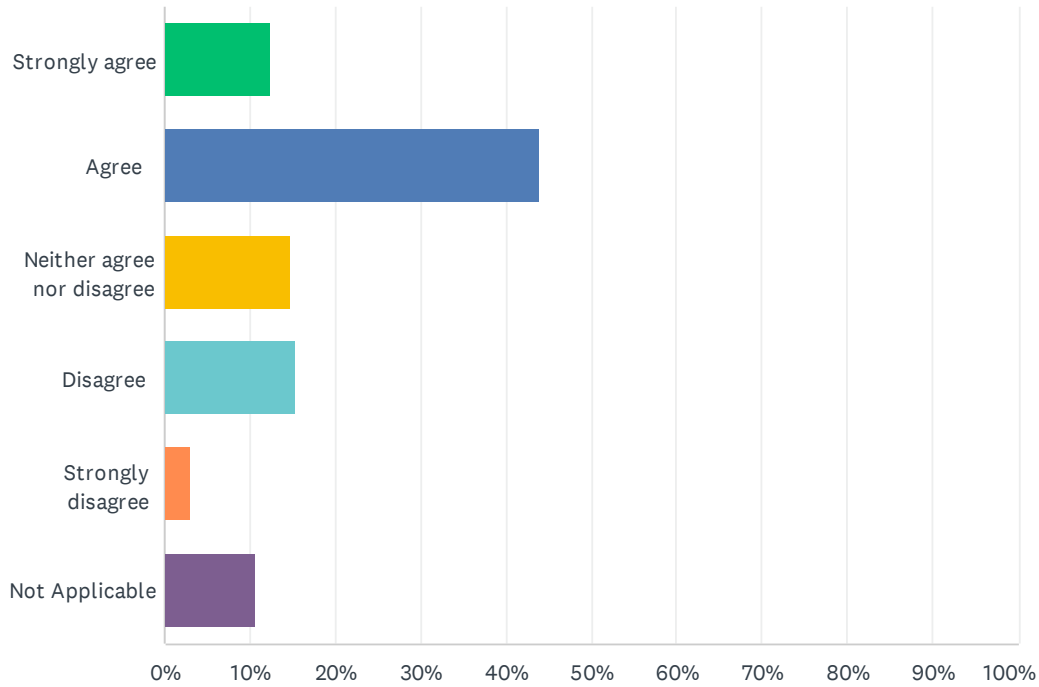
Answered: 293 Skipped: 53



ANSWER CHOICES	RESPONSES	
Strongly agree	14.33%	42
Agree	44.71%	131
Neither agree nor disagree	18.09%	53
Disagree	15.36%	45
Strongly disagree	2.73%	8
Not Applicable	4.78%	14
TOTAL		293

Q35 When there is a race-related incident, I feel comfortable discussing the incident in class with students.

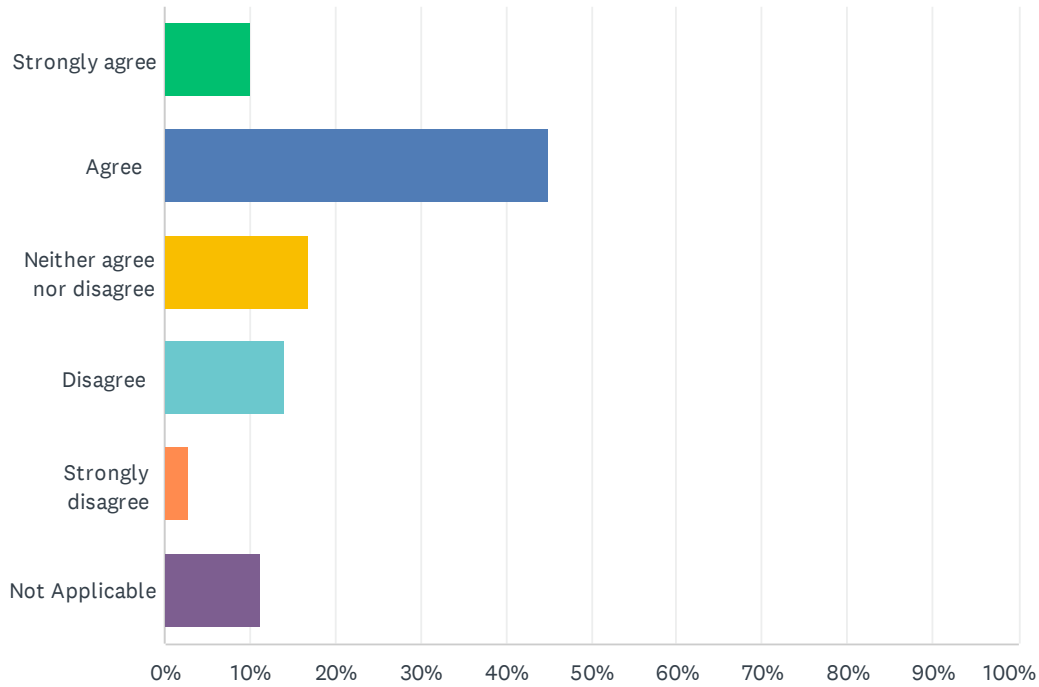
Answered: 293 Skipped: 53



ANSWER CHOICES	RESPONSES	
Strongly agree	12.29%	36
Agree	44.03%	129
Neither agree nor disagree	14.68%	43
Disagree	15.36%	45
Strongly disagree	3.07%	9
Not Applicable	10.58%	31
TOTAL		293

Q36 When there is a gender-related incident, I feel comfortable discussing the incident in class with students.

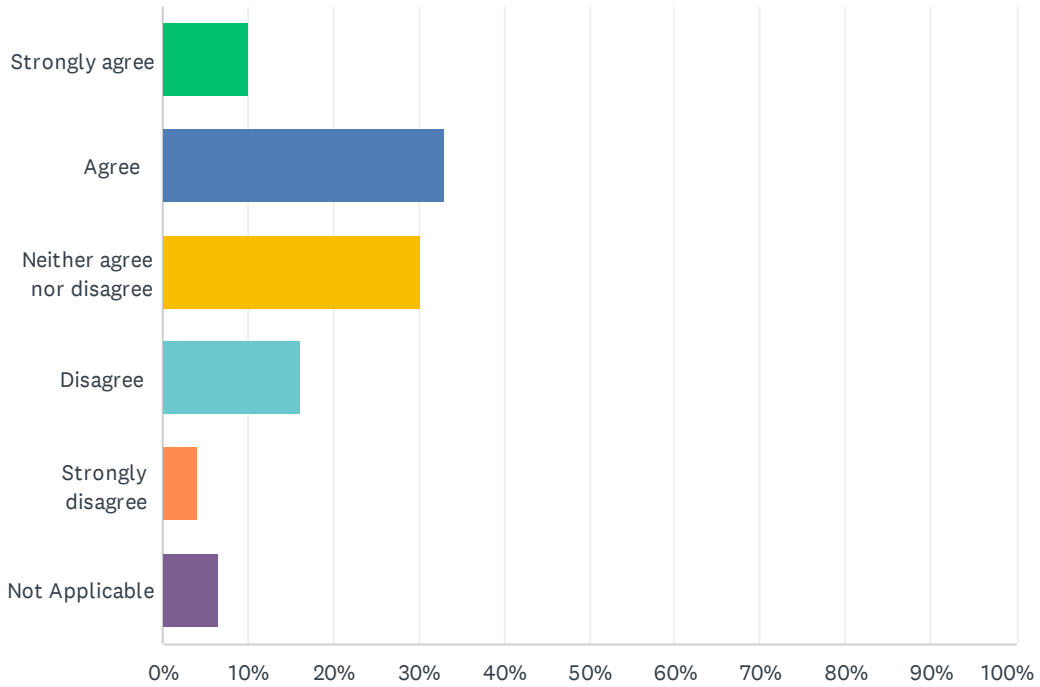
Answered: 291 Skipped: 55



ANSWER CHOICES	RESPONSES	
Strongly agree	9.97%	29
Agree	45.02%	131
Neither agree nor disagree	16.84%	49
Disagree	14.09%	41
Strongly disagree	2.75%	8
Not Applicable	11.34%	33
TOTAL		291

Q37 The student code of conduct is equitably applied in my school.

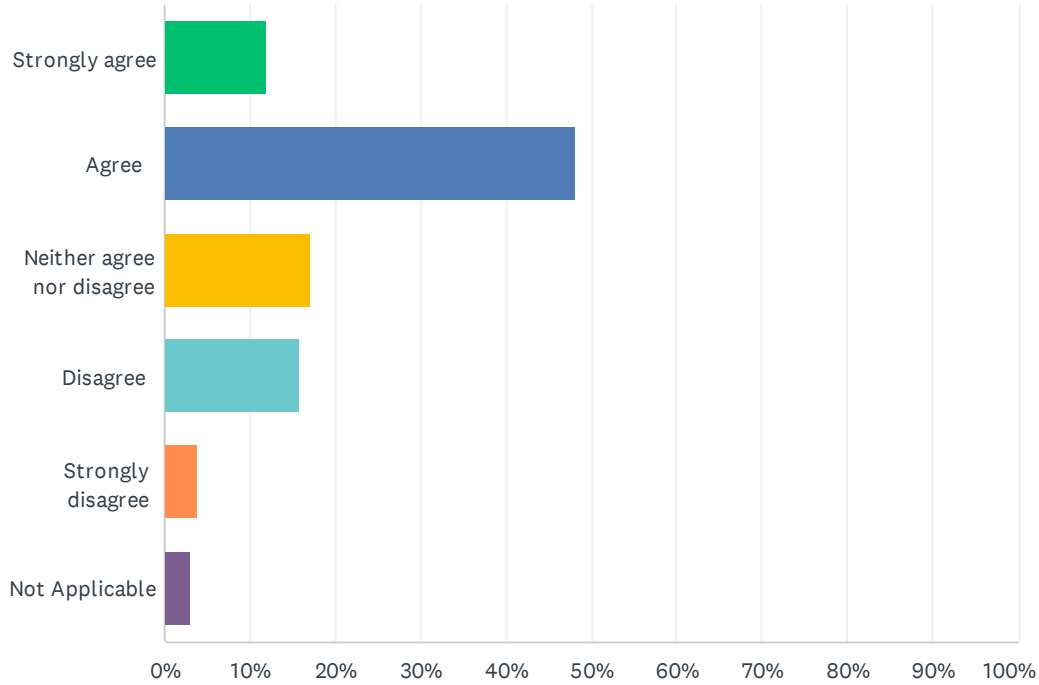
Answered: 291 Skipped: 55



ANSWER CHOICES	RESPONSES	
Strongly agree	9.97%	29
Agree	32.99%	96
Neither agree nor disagree	30.24%	88
Disagree	16.15%	47
Strongly disagree	4.12%	12
Not Applicable	6.53%	19
TOTAL		291

Q38 I feel equipped and/or know how to access resources to meet the social and emotional needs of each of my students.

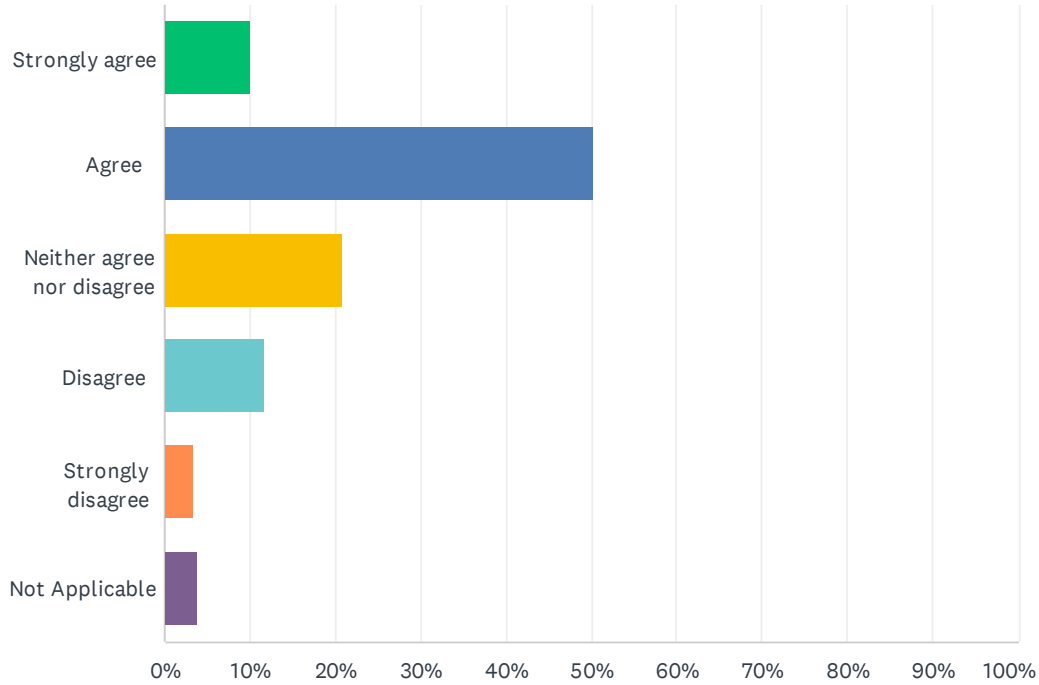
Answered: 292 Skipped: 54



ANSWER CHOICES	RESPONSES	
Strongly agree	11.99%	35
Agree	48.29%	141
Neither agree nor disagree	17.12%	50
Disagree	15.75%	46
Strongly disagree	3.77%	11
Not Applicable	3.08%	9
TOTAL		292

Q39 I feel equipped and/or know how to access resources to meet the diverse needs of each of my students.

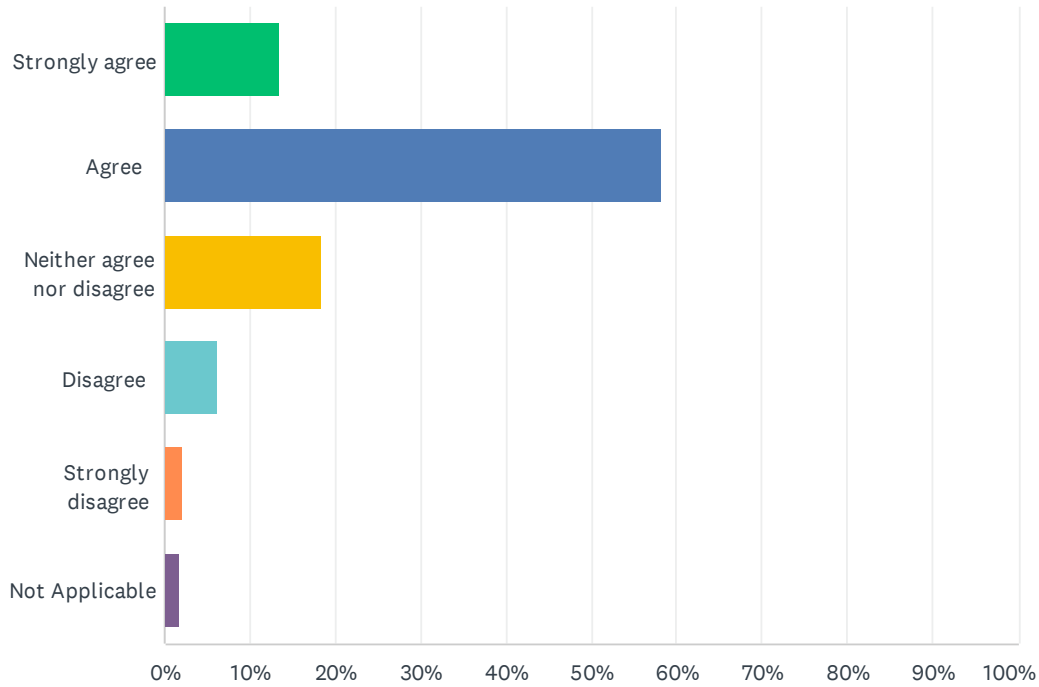
Answered: 292 Skipped: 54



ANSWER CHOICES	RESPONSES	
Strongly agree	9.93%	29
Agree	50.34%	147
Neither agree nor disagree	20.89%	61
Disagree	11.64%	34
Strongly disagree	3.42%	10
Not Applicable	3.77%	11
TOTAL		292

Q40 The visuals in my school (posters, artwork, etc.) reflect the identities of our society.

Answered: 290 Skipped: 56

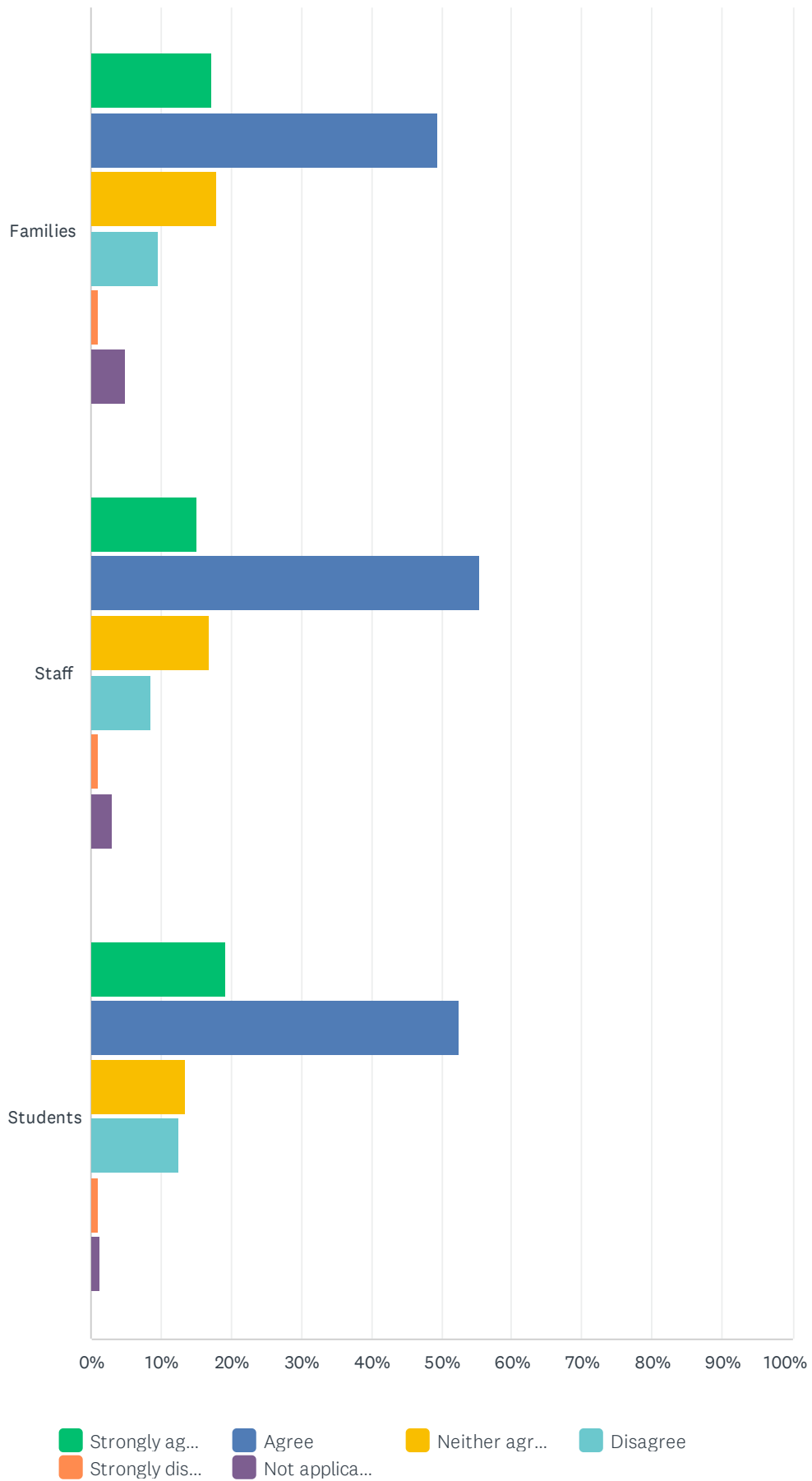


ANSWER CHOICES	RESPONSES	
Strongly agree	13.45%	39
Agree	58.28%	169
Neither agree nor disagree	18.28%	53
Disagree	6.21%	18
Strongly disagree	2.07%	6
Not Applicable	1.72%	5
TOTAL		290

Q41 In my school, _____ with different abilities are treated fairly.

Answered: 292 Skipped: 54

WGSD Staff Climate Survey



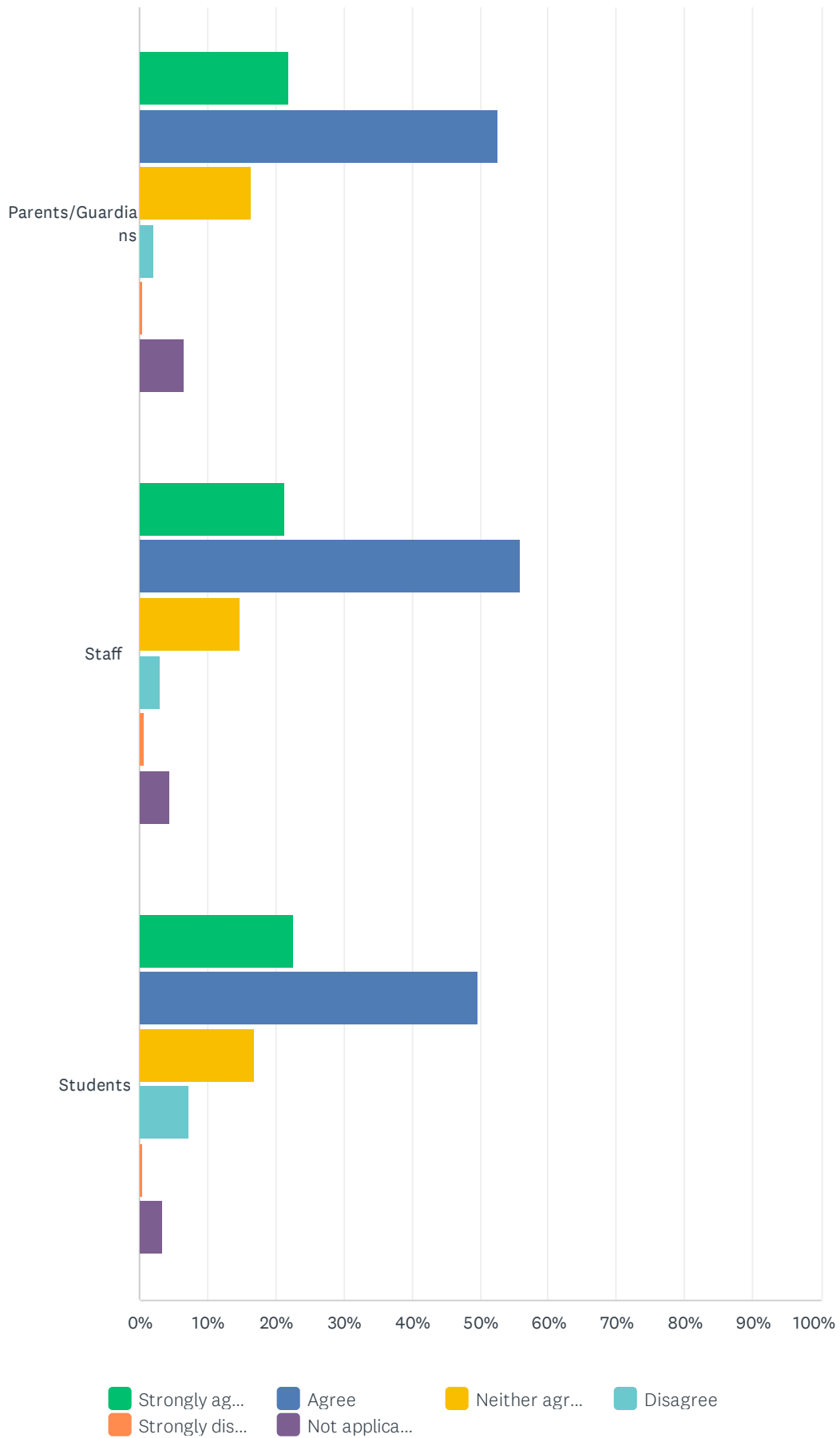
WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Families	17.18% 50	49.48% 144	17.87% 52	9.62% 28	1.03% 3	4.81% 14	291
Staff	15.07% 44	55.48% 162	16.78% 49	8.56% 25	1.03% 3	3.08% 9	292
Students	19.18% 56	52.40% 153	13.36% 39	12.67% 37	1.03% 3	1.37% 4	292

Q42 Considering all of the gender identities, in my school _____ are treated fairly.

Answered: 292 Skipped: 54

WGSD Staff Climate Survey



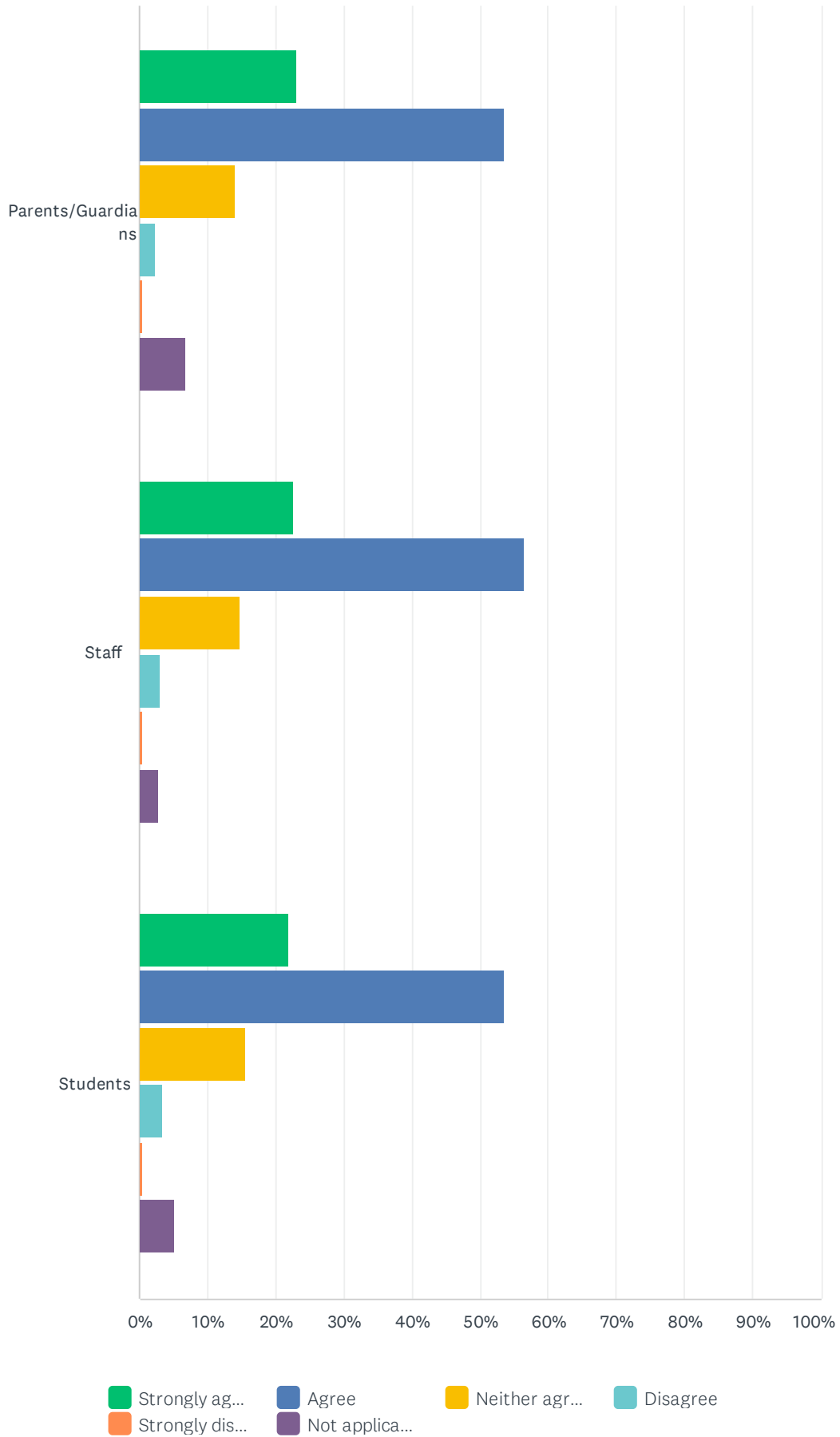
WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Parents/Guardians	21.92% 64	52.74% 154	16.44% 48	2.05% 6	0.34% 1	6.51% 19	292
Staff	21.23% 62	55.82% 163	14.73% 43	3.08% 9	0.68% 2	4.45% 13	292
Students	22.60% 66	49.66% 145	16.78% 49	7.19% 21	0.34% 1	3.42% 10	292

Q43 Considering all of the sexual orientations, in my school
_____ are treated fairly.

Answered: 292 Skipped: 54

WGSD Staff Climate Survey



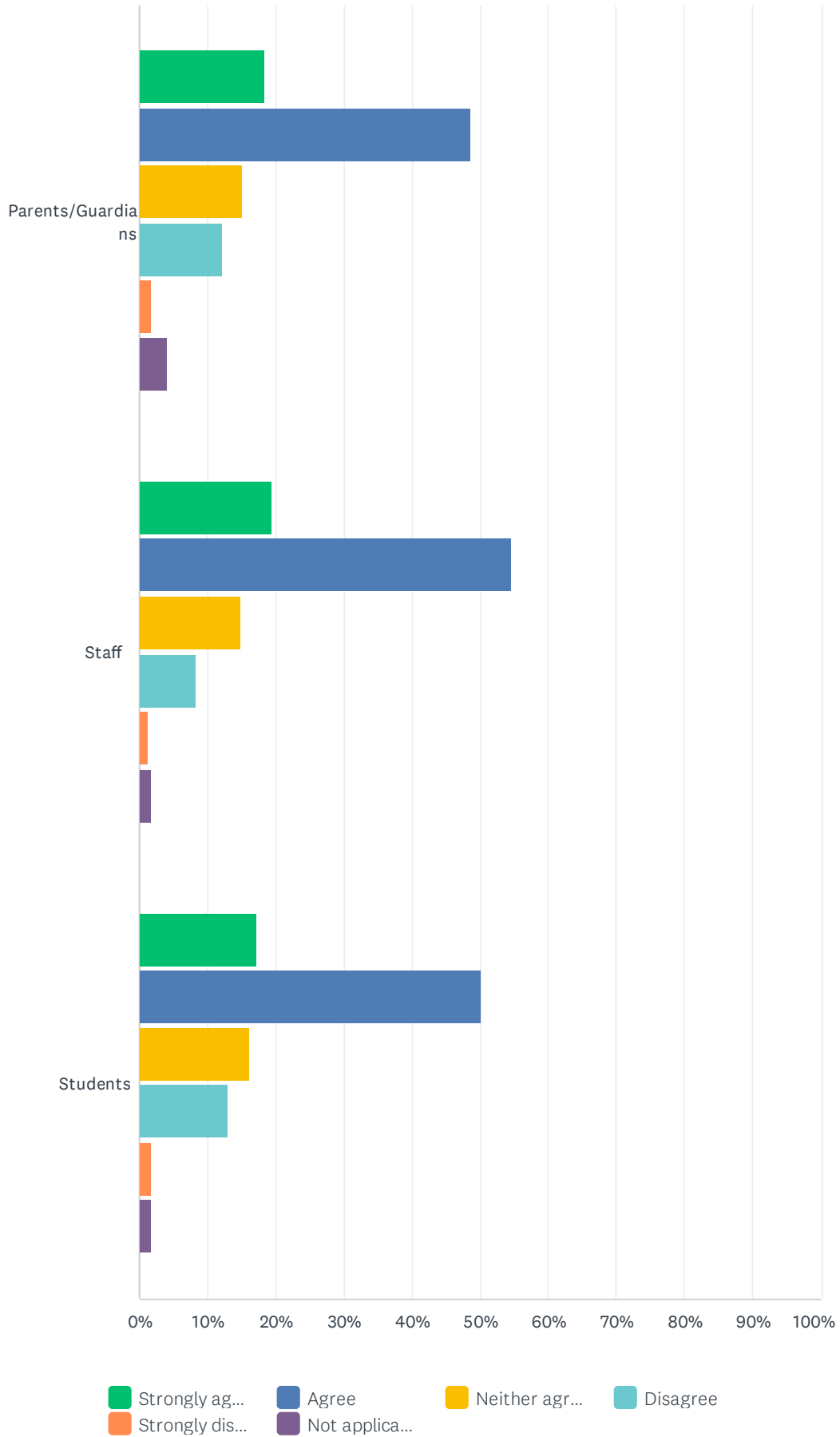
WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Parents/Guardians	22.95% 67	53.42% 156	14.04% 41	2.40% 7	0.34% 1	6.85% 20	292
Staff	22.60% 66	56.51% 165	14.73% 43	3.08% 9	0.34% 1	2.74% 8	292
Students	21.99% 64	53.61% 156	15.46% 45	3.44% 10	0.34% 1	5.15% 15	291

Q44 In my school, _____ of different races/ethnicities are treated fairly.

Answered: 290 Skipped: 56

WGSD Staff Climate Survey

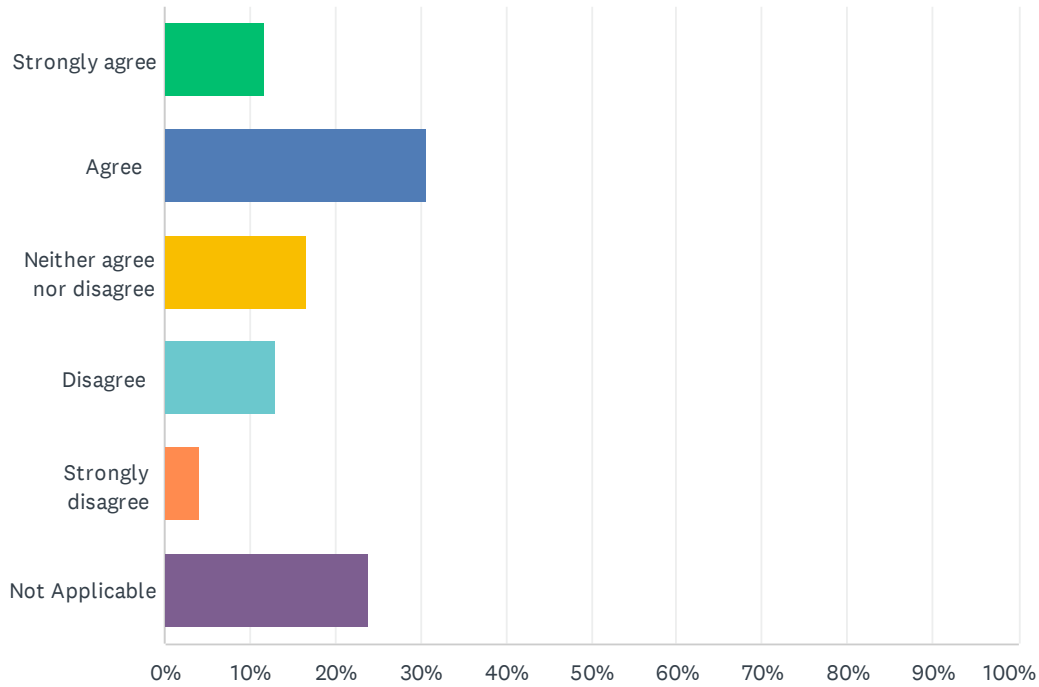


WGSD Staff Climate Survey

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
Parents/Guardians	18.28% 53	48.62% 141	15.17% 44	12.07% 35	1.72% 5	4.14% 12	290
Staff	19.31% 56	54.48% 158	14.83% 43	8.28% 24	1.38% 4	1.72% 5	290
Students	17.24% 50	50.00% 145	16.21% 47	13.10% 38	1.72% 5	1.72% 5	290

Q45 I examine data disaggregated by student groups in school-level or team-level meetings.

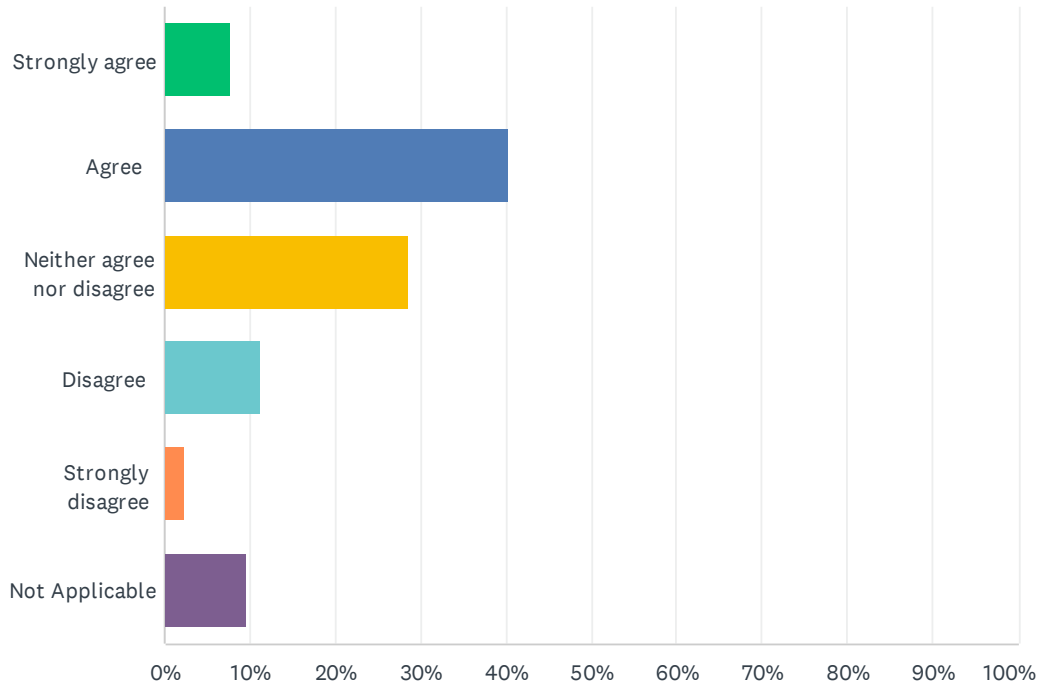
Answered: 290 Skipped: 56



ANSWER CHOICES	RESPONSES	
Strongly agree	11.72%	34
Agree	30.69%	89
Neither agree nor disagree	16.55%	48
Disagree	13.10%	38
Strongly disagree	4.14%	12
Not Applicable	23.79%	69
TOTAL		290

Q46 There are structures and processes in place for stakeholders in my school to ask questions and provide feedback about data and reports.

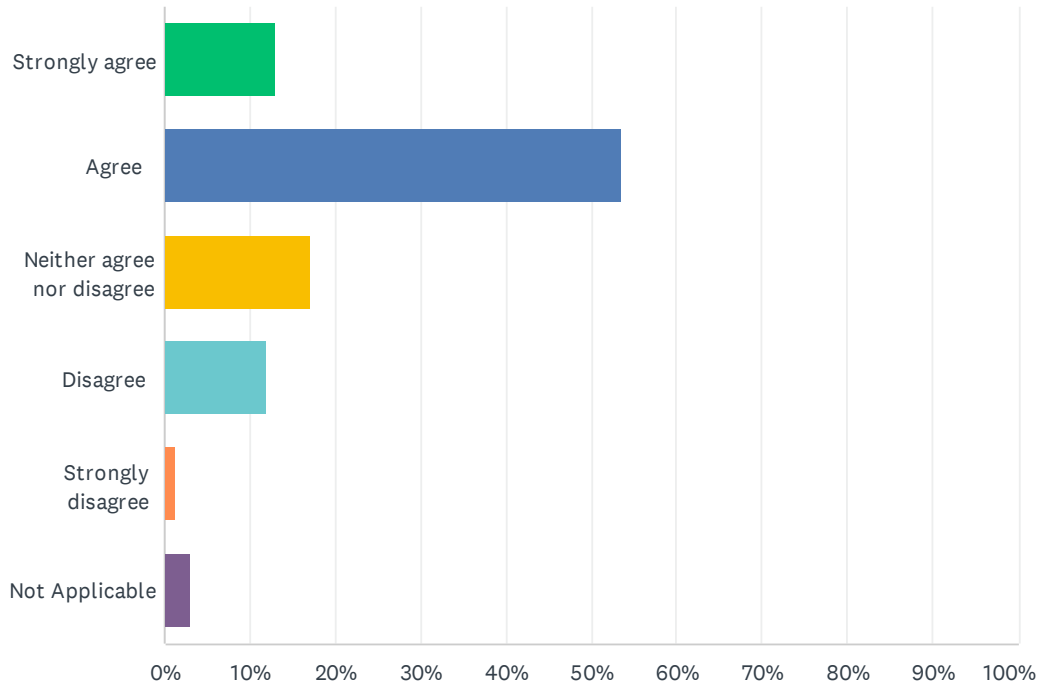
Answered: 290 Skipped: 56



ANSWER CHOICES	RESPONSES	
Strongly agree	7.59%	22
Agree	40.34%	117
Neither agree nor disagree	28.62%	83
Disagree	11.38%	33
Strongly disagree	2.41%	7
Not Applicable	9.66%	28
TOTAL		290

Q47 School events and activities are designed to support access for all families

Answered: 293 Skipped: 53



ANSWER CHOICES	RESPONSES	
Strongly agree	12.97%	38
Agree	53.58%	157
Neither agree nor disagree	17.06%	50
Disagree	11.95%	35
Strongly disagree	1.37%	4
Not Applicable	3.07%	9
TOTAL		293