



# 2024-25 D2 EMPLOYEE ENGAGEMENT /SCHOOL QUALITY SURVEYS

## D2 District-Wide Results Report

### Abstract

Results of the 2024-25 D2 Employee Engagement/School Quality Survey, including a summary of results for staff awareness of the D2 Promise Program.

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## Executive Summary

The District-Level Staff Survey measured Employee Engagement (EE) in eight domains:

- General Engagement & PD - Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.
- Feedback & Recognition - Staff satisfaction with the feedback/recognition they receive for their work.
- District Core Beliefs - Perception of the district's adherence to its core beliefs.
- District Communication - Perceptions of the district's openness to personal expression and use of various avenues for communication from and with the district.
- Department Equity - The ways in which a department promotes equity among staff.
- Department Leadership - The ways in which department leadership supports staff.
- Work Environment - The ways in which the department's environment supports staff in the fulfillment of their duties.
- Building Maintenance - General upkeep and overall appearance of Central Office.

The School-Based Staff Survey measured Employee Engagement (EE) in five domains:

- General Engagement & PD - Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.
- Feedback & Recognition - Staff satisfaction with the feedback/recognition they receive for their work.
- District Core Beliefs - Perception of the district's adherence to its core beliefs.
- School Leadership (EE) - The ways in which school leadership supports school staff.
- Work Environment - The ways in which the school environment supports staff in the fulfillment of their duties.

The School-Based Staff Survey also measured School Quality (SQ) in eight domains:

- Academic Support - The ways in which the school supports students' academic achievement and growth.
- School Equity - The ways in which the school promotes equity among students and staff.
- Family Involvement - The ways in which the school involves families in students' school life and education.
- School Leadership (SQ) - The ways in which school leadership supports student success.
- School Maintenance - General upkeep and overall appearance of the school.
- Safety & Behavior - The ways in which the school promotes safety and discipline.
- Student Support - The ways in which the school supports the "whole child" (i.e. students' mental, social, and emotional health).
- School & District Communication - Perceptions of the school's and district's openness to personal expression and use of various avenues for communication from and with the district.

Survey items were scored on a four-point Likert scale, ranging from 1 (Strongly Disagree) to 4 (Strongly Agree). Percentage of “Agree/Strongly Agree” responses were calculated for each domain to produce a star rating. Each domain was rated in this way to produce the summary table(s) below.

### Scoring Guide for Survey Ratings

| Score (%)  | Star Rating | Interpretation             |
|------------|-------------|----------------------------|
| 81-100     | 5 Stars     | Perceived Area of Strength |
| 61-80      | 4 Stars     | Positively Perceived Area  |
| 41-60      | 3 Stars     | Moderate Perception        |
| 21-40      | 2 Stars     | Potential Area of Concern  |
| 20 or less | 1 Star      | Perceived Area of Concern  |

### District-Level Staff Employee Engagement Survey Domain Ratings

| Domain                  | Score (%) | Star Rating |
|-------------------------|-----------|-------------|
| General Engagement & PD | 90        | 5/5         |
| Feedback & Recognition  | 87        | 5/5         |
| District Core Beliefs   | 98        | 5/5         |
| District Communication  | 92        | 5/5         |
| Department Equity       | 93        | 5/5         |
| Department Leadership   | 90        | 5/5         |
| Work Environment        | 91        | 5/5         |
| Building Maintenance    | 78        | 4/5         |
| Overall                 | 90        | 5/5         |

### School-Based Staff Employee Engagement Survey Domain Ratings

| Domain                  | Score (%) | Star Rating |
|-------------------------|-----------|-------------|
| General Engagement & PD | 92        | 5/5         |
| Feedback & Recognition  | 86        | 5/5         |
| District Core Beliefs   | 95        | 5/5         |
| School Leadership (EE)  | 79        | 4/5         |
| Work Environment        | 85        | 5/5         |
| Overall                 | 88        | 5/5         |

### School-Based Staff School Quality Survey Domain Ratings

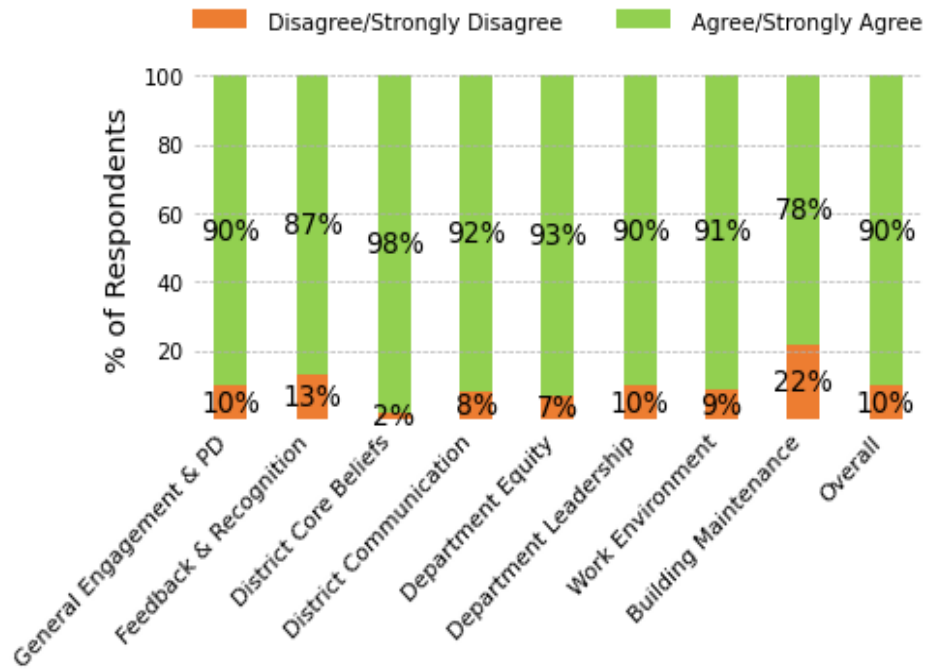
| Domain                          | Score (%) | Star Rating |
|---------------------------------|-----------|-------------|
| Academic Support                | 94        | 5/5         |
| School Equity                   | 88        | 5/5         |
| Family Involvement              | 91        | 5/5         |
| School Leadership (SQ)          | 91        | 5/5         |
| School Maintenance              | 87        | 5/5         |
| Safety & Behavior               | 74        | 4/5         |
| Student Support                 | 95        | 5/5         |
| School & District Communication | 91        | 5/5         |
| Overall                         | 89        | 5/5         |

### Survey Participation

| Metric   | 23-24 | 24-25 |
|--|-------|-------|
| Sample Size (Actual Number of Respondents)       | 1098  | 1141  |
| Population Size (Possible Number of Respondents) | 1471  | 1428  |
| Response Rate                                    | 75%   | 80%   |

### District-Level Staff Employee Engagement Survey

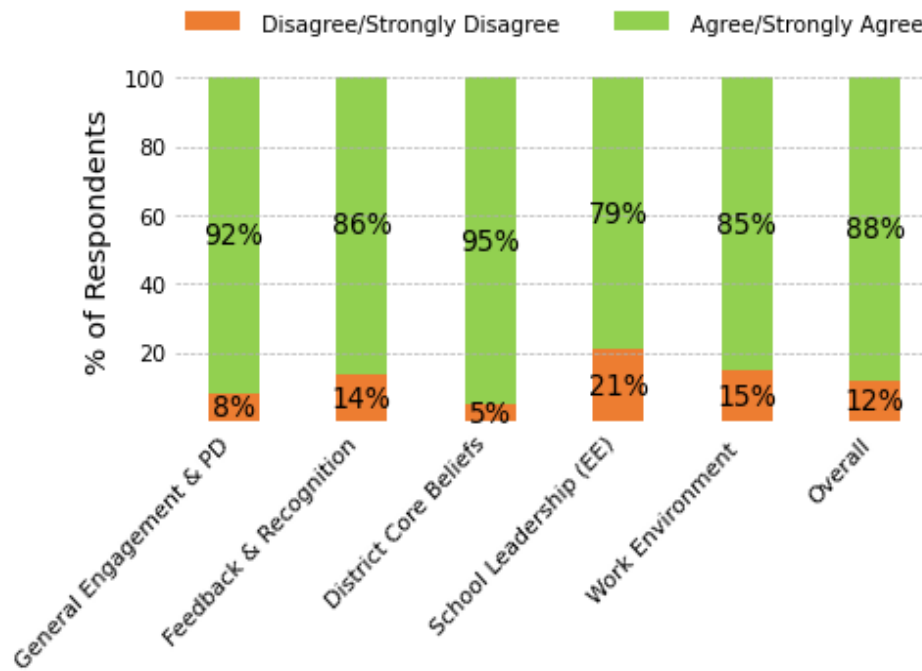
Staff Survey Results by Domain (District Staff)



| Domain                  | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|-------------------------|-------------------|----------|-------|----------------|---------|
| General Engagement & PD | 16                | 70       | 428   | 355            | 869     |
| Feedback & Recognition  | 16                | 39       | 180   | 195            | 430     |
| District Core Beliefs   | 1                 | 9        | 154   | 272            | 436     |
| District Communication  | 6                 | 42       | 339   | 192            | 579     |
| Department Equity       | 9                 | 33       | 287   | 253            | 582     |
| Department Leadership   | 18                | 65       | 390   | 393            | 866     |
| Work Environment        | 19                | 77       | 546   | 376            | 1018    |
| Building Maintenance    | 21                | 41       | 129   | 97             | 288     |
| Overall                 | 106               | 376      | 2453  | 2133           | 5068    |

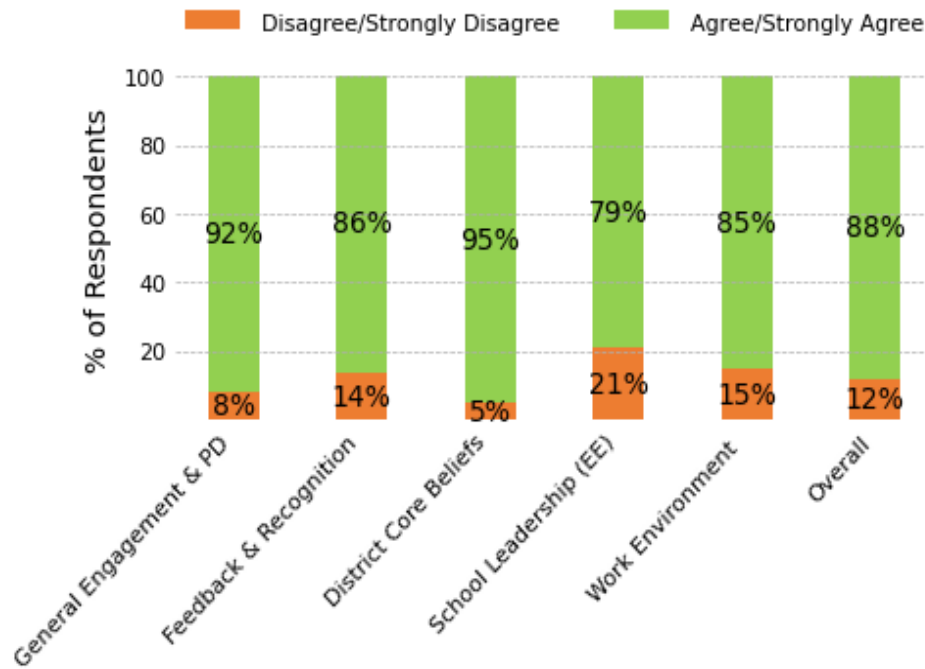
### School-Based Staff Employee Engagement Survey

Staff Survey Results by Domain (All School-Based)



| Domain                  | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|-------------------------|-------------------|----------|-------|----------------|---------|
| General Engagement & PD | 85                | 415      | 2997  | 2489           | 5986    |
| Feedback & Recognition  | 60                | 318      | 1382  | 998            | 2758    |
| District Core Beliefs   | 24                | 127      | 1046  | 1786           | 2983    |
| School Leadership (EE)  | 118               | 494      | 1401  | 965            | 2978    |
| Work Environment        | 155               | 725      | 3258  | 1829           | 5967    |
| Overall                 | 442               | 2079     | 10084 | 8067           | 20672   |

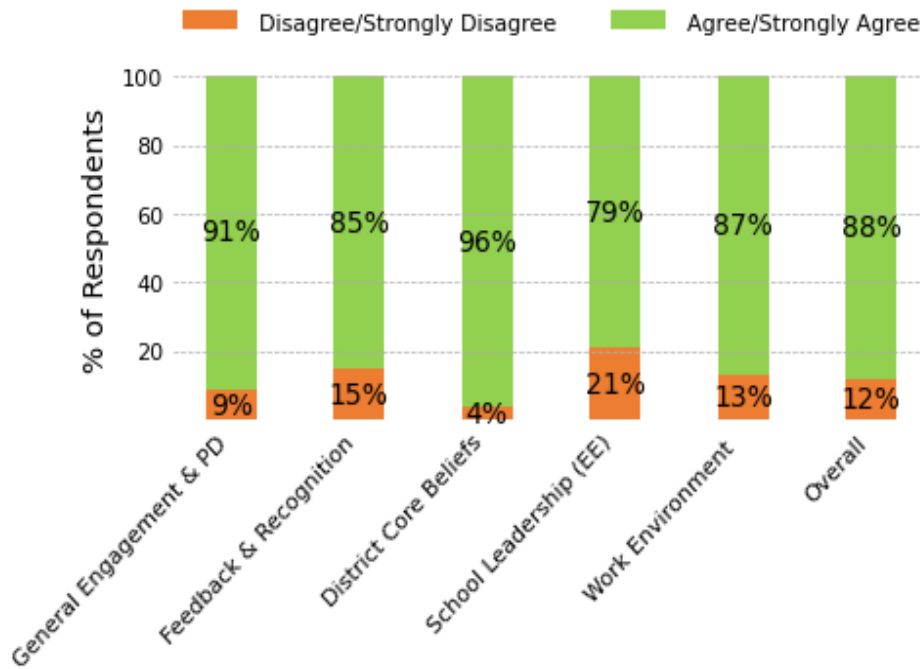
### Staff Survey Results by Domain (Instructional)



| Domain                  | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|-------------------------|-------------------|----------|-------|----------------|---------|
| General Engagement & PD | 64                | 319      | 2321  | 1909           | 4613    |
| Feedback & Recognition  | 50                | 261      | 1165  | 825            | 2301    |
| District Core Beliefs   | 24                | 102      | 822   | 1349           | 2297    |
| School Leadership (EE)  | 89                | 382      | 1073  | 749            | 2293    |
| Work Environment        | 129               | 568      | 2503  | 1392           | 4592    |
| Overall                 | 356               | 1632     | 7884  | 6224           | 16096   |



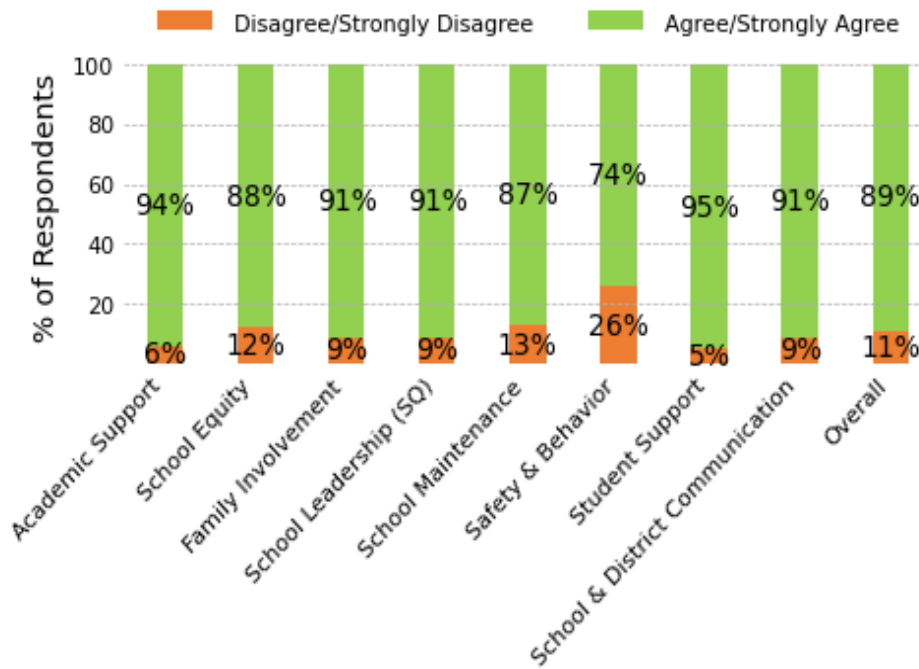
### Staff Survey Results by Domain (Non-Instructional)



| Domain                  | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|-------------------------|-------------------|----------|-------|----------------|---------|
| General Engagement & PD | 21                | 96       | 676   | 580            | 1373    |
| Feedback & Recognition  | 10                | 57       | 217   | 173            | 457     |
| District Core Beliefs   | 0                 | 25       | 224   | 437            | 686     |
| School Leadership (EE)  | 29                | 112      | 328   | 216            | 685     |
| Work Environment        | 26                | 157      | 755   | 437            | 1375    |
| Overall                 | 86                | 447      | 2200  | 1843           | 4576    |

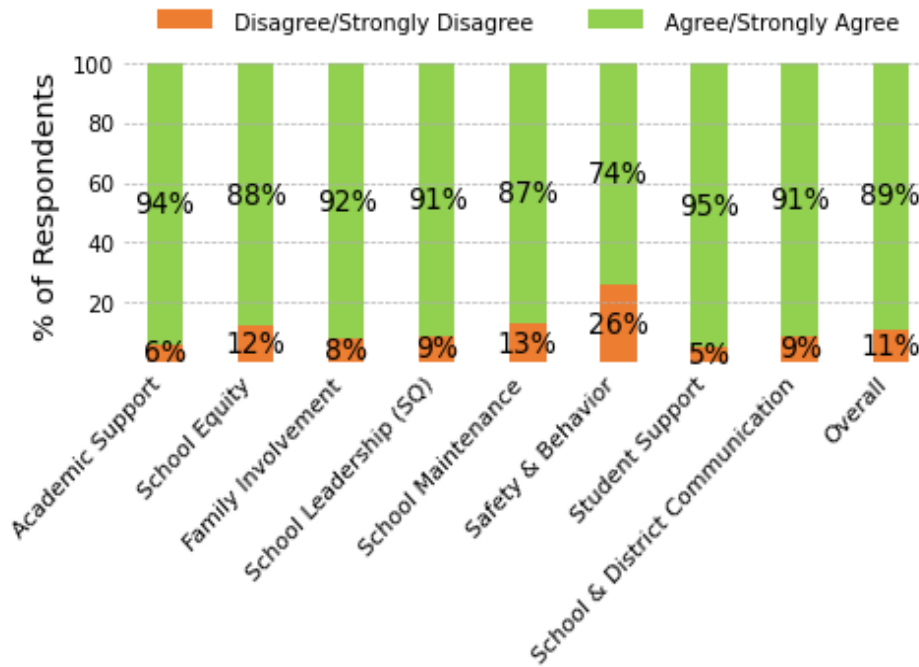
School-Based Staff School Quality Survey

Staff Survey Results by Domain (All School-Based)



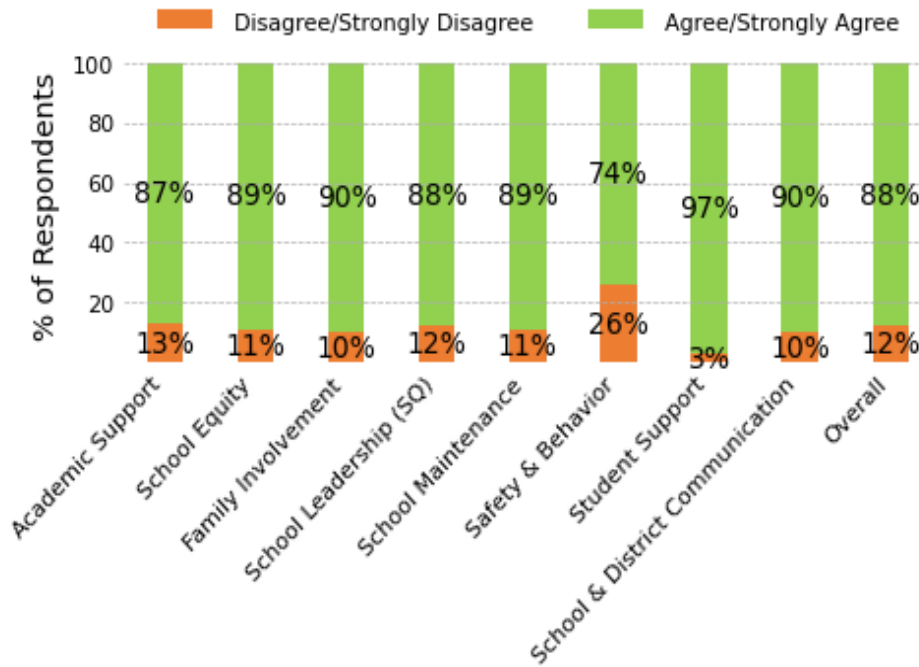
| Domain                          | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|---------------------------------|-------------------|----------|-------|----------------|---------|
| Academic Support                | 47                | 322      | 2818  | 2590           | 5777    |
| School Equity                   | 140               | 572      | 2599  | 2614           | 5925    |
| Family Involvement              | 54                | 369      | 2768  | 1717           | 4908    |
| School Leadership (SQ)          | 122               | 464      | 2882  | 2742           | 6210    |
| School Maintenance              | 44                | 209      | 1024  | 701            | 1978    |
| Safety & Behavior               | 269               | 958      | 2356  | 1095           | 4678    |
| Student Support                 | 13                | 123      | 1514  | 1299           | 2949    |
| School & District Communication | 60                | 299      | 2357  | 1205           | 3921    |
| Overall                         | 749               | 3316     | 18318 | 13963          | 36346   |

### Staff Survey Results by Domain (Instructional)



| Domain                          | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|---------------------------------|-------------------|----------|-------|----------------|---------|
| Academic Support                | 39                | 269      | 2600  | 2416           | 5324    |
| School Equity                   | 115               | 441      | 2034  | 1975           | 4565    |
| Family Involvement              | 42                | 265      | 2185  | 1295           | 3787    |
| School Leadership (SQ)          | 95                | 386      | 2518  | 2306           | 5305    |
| School Maintenance              | 32                | 173      | 799   | 518            | 1522    |
| Safety & Behavior               | 220               | 771      | 1955  | 834            | 3780    |
| Student Support                 | 9                 | 105      | 1207  | 954            | 2275    |
| School & District Communication | 43                | 222      | 1872  | 884            | 3021    |
| Overall                         | 595               | 2632     | 15170 | 11182          | 29579   |

Staff Survey Results by Domain (Non-Instructional)



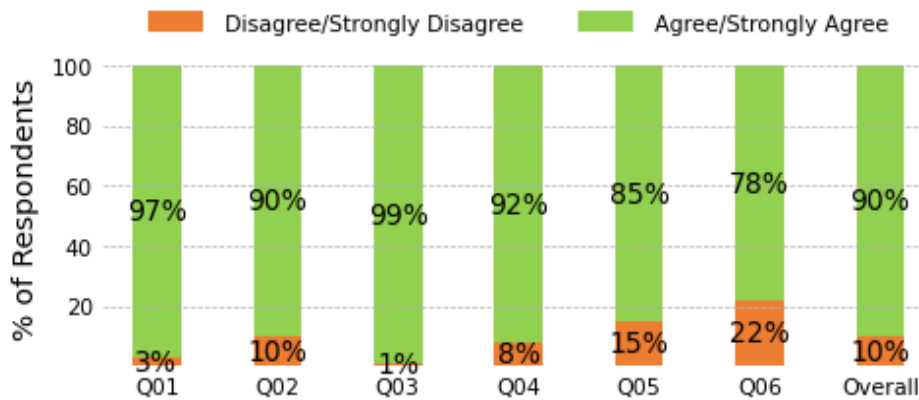
| Domain                          | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|---------------------------------|-------------------|----------|-------|----------------|---------|
| Academic Support                | 8                 | 53       | 218   | 174            | 453     |
| School Equity                   | 25                | 131      | 565   | 639            | 1360    |
| Family Involvement              | 12                | 104      | 583   | 422            | 1121    |
| School Leadership (SQ)          | 27                | 78       | 364   | 436            | 905     |
| School Maintenance              | 12                | 36       | 225   | 183            | 456     |
| Safety & Behavior               | 49                | 187      | 401   | 261            | 898     |
| Student Support                 | 4                 | 18       | 307   | 345            | 674     |
| School & District Communication | 17                | 77       | 485   | 321            | 900     |
| Overall                         | 154               | 684      | 3148  | 2781           | 6767    |

## District-Level Staff Employee Engagement Domain 1: General Engagement & PD

Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q03   |
| Lowest Scoring Question(s)   | Q06   |
| All Questions in this Domain | Q01. I am proud to work for D2.<br>Q02. I look forward to coming to work.<br>Q03. My work positively supports D2.<br>Q04. I would feel comfortable referring a friend to work for D2.<br>Q05. The district encourages continued education and professional growth.<br>Q06. I receive opportunities for professional growth. |

Staff Survey Results (District Staff) -  
General Engagement & PD



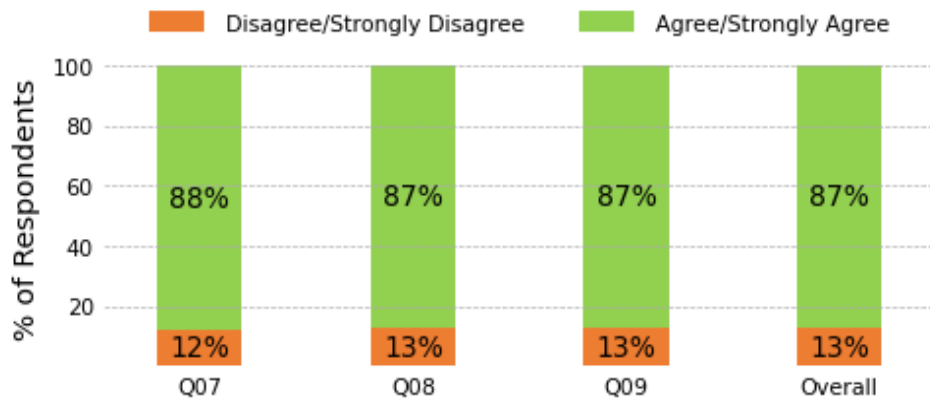
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q01      | 1                 | 3        | 63    | 79             | 146     |
| Q02      | 2                 | 13       | 81    | 49             | 145     |
| Q03      | 0                 | 1        | 54    | 90             | 145     |
| Q04      | 1                 | 11       | 79    | 55             | 146     |
| Q05      | 4                 | 18       | 74    | 48             | 144     |
| Q06      | 8                 | 24       | 77    | 34             | 143     |
| Overall  | 16                | 70       | 428   | 355            | 869     |

## Domain 2: Feedback & Recognition

Staff satisfaction with the feedback/recognition they receive for their work.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q07   |
| Lowest Scoring Question(s)   | Q08, Q09  |
| All Questions in this Domain | Q07. I am recognized by my director/supervisor for a job well-done.<br>Q08. I am appreciated for my work.<br>Q09. My director/supervisor provides actionable feedback about my performance. |

Staff Survey Results (District Staff) - Feedback & Recognition



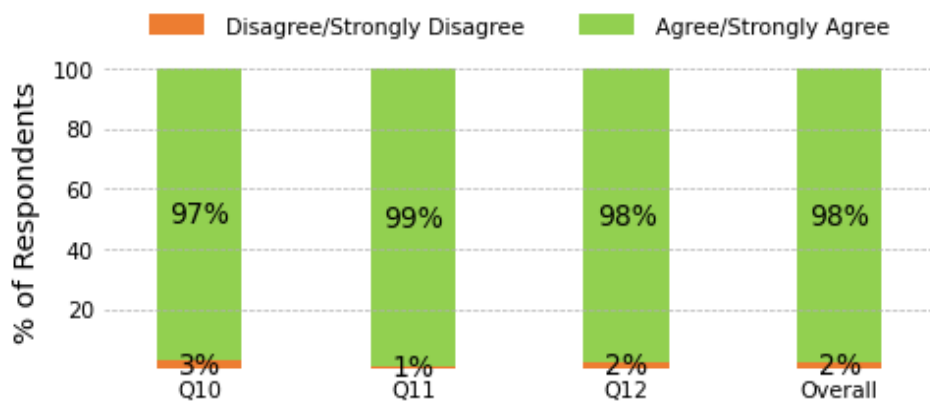
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q07      | 6                 | 11       | 55    | 72             | 144     |
| Q08      | 6                 | 13       | 63    | 62             | 144     |
| Q09      | 4                 | 15       | 62    | 61             | 142     |
| Overall  | 16                | 39       | 180   | 195            | 430     |

### Domain 3: District Core Beliefs

Perception of the district’s adherence to its core beliefs.

|                              |  |
|------------------------------|--|
| Domain Rating                | 5/5 Stars  |
| Highest Scoring Question(s)  | Q11  |
| Lowest Scoring Question(s)   | Q10  |
| All Questions in this Domain | Q10. All students are capable of excellence.<br>Q11. Our purpose is to maximize student success.<br>Q12. The well-being of our students, staff, families and community is a focus of our district. |

Staff Survey Results (District Staff) - District Core Beliefs



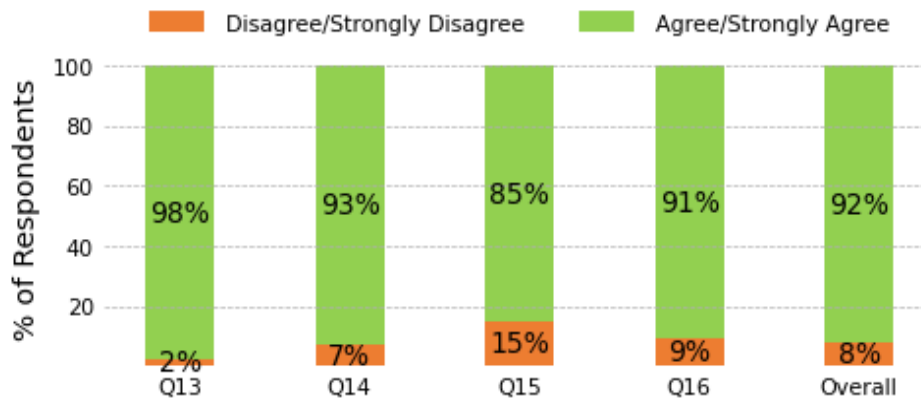
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q10      | 0                 | 5        | 41    | 100            | 146     |
| Q11      | 0                 | 2        | 49    | 95             | 146     |
| Q12      | 1                 | 2        | 64    | 77             | 144     |
| Overall  | 1                 | 9        | 154   | 272            | 436     |

## Domain 4: District Communication

Perceptions of the district's openness to personal expression and use of various avenues for communication from and with the district.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q13   |
| Lowest Scoring Question(s)   | Q15   |
| All Questions in this Domain | <p>Q13. The District communicates frequently and timely via emails, text and school messaging.</p> <p>Q14. The District offers multiple ways for me to provide feedback using Let's Talk, surveys, meetings and email.</p> <p>Q15. The District provides opportunities for me to serve on a variety of committees as a way to have input in the direction of my school and district.</p> <p>Q16. The District and school social media and websites help keep me informed about the District's direction and progress.</p> |

### Staff Survey Results (District Staff) - District Communication



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q13      | 2                 | 1        | 85    | 58             | 146     |
| Q14      | 1                 | 9        | 89    | 46             | 145     |
| Q15      | 1                 | 21       | 77    | 45             | 144     |
| Q16      | 2                 | 11       | 88    | 43             | 144     |
| Overall  | 6                 | 42       | 339   | 192            | 579     |

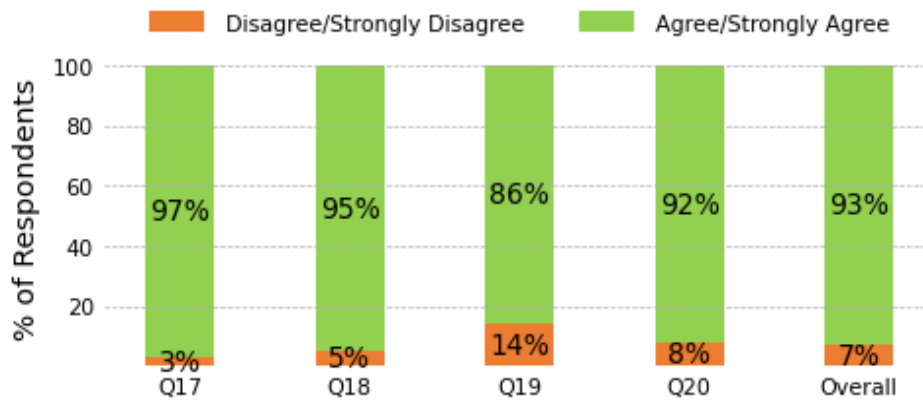


## Domain 5: Department Equity

The ways in which a department promotes equity among staff.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q17   |
| Lowest Scoring Question(s)   | Q19   |
| All Questions in this Domain | Q17. My department embraces diversity.<br>Q18. Everyone is accepted in my department.<br>Q19. Everyone is respected in my department.<br>Q20. If I had a concern about harassment or discrimination, I know where and how to report that concern. |

Staff Survey Results (District Staff) - Department Equity



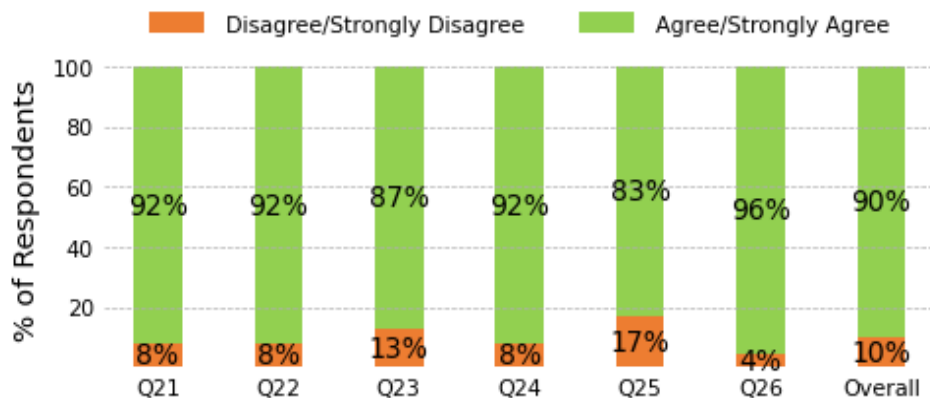
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q17      | 0                 | 4        | 76    | 66             | 146     |
| Q18      | 1                 | 6        | 73    | 65             | 145     |
| Q19      | 4                 | 16       | 63    | 62             | 145     |
| Q20      | 4                 | 7        | 75    | 60             | 146     |
| Overall  | 9                 | 33       | 287   | 253            | 582     |

## Domain 6: Department Leadership

The ways in which department leadership supports staff.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q26   |
| Lowest Scoring Question(s)   | Q25   |
| All Questions in this Domain | <p>Q21. My director's/supervisor's actions are consistent with his/her words.</p> <p>Q22. My director/supervisor effectively communicates about important issues that affect me.</p> <p>Q23. My director/supervisor asks for my input on important issues.</p> <p>Q24. My director/supervisor supports me when I need it.</p> <p>Q25. My director/supervisor ensures staff morale is high in my department.</p> <p>Q26. My director/supervisor is visible in my department.</p> |

Staff Survey Results (District Staff) - Department Leadership



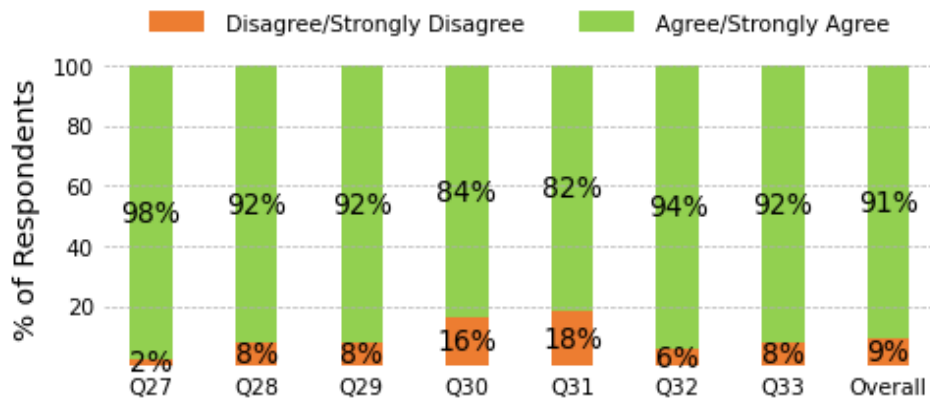
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q21      | 2                 | 10       | 64    | 68             | 144     |
| Q22      | 2                 | 9        | 66    | 68             | 145     |
| Q23      | 3                 | 16       | 67    | 58             | 144     |
| Q24      | 4                 | 7        | 62    | 72             | 145     |
| Q25      | 6                 | 18       | 61    | 58             | 143     |
| Q26      | 1                 | 5        | 70    | 69             | 145     |
| Overall  | 18                | 65       | 390   | 393            | 866     |

## Domain 7: Work Environment

The ways in which the department’s environment supports staff in the fulfillment of their duties.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q27   |
| Lowest Scoring Question(s)   | Q31   |
| All Questions in this Domain | Q27. I am physically safe in my department.<br>Q28. I have the training needed to do my job effectively.<br>Q29. I have access to the tools I need to do my job.<br>Q30. My stress level at work is manageable.<br>Q31. I know the resources available to help in managing my workplace stress.<br>Q32. My coworkers/colleagues and I work well together.<br>Q33. District culture allows me to work in an environment of support and courtesy. |

Staff Survey Results (District Staff) - Work Environment



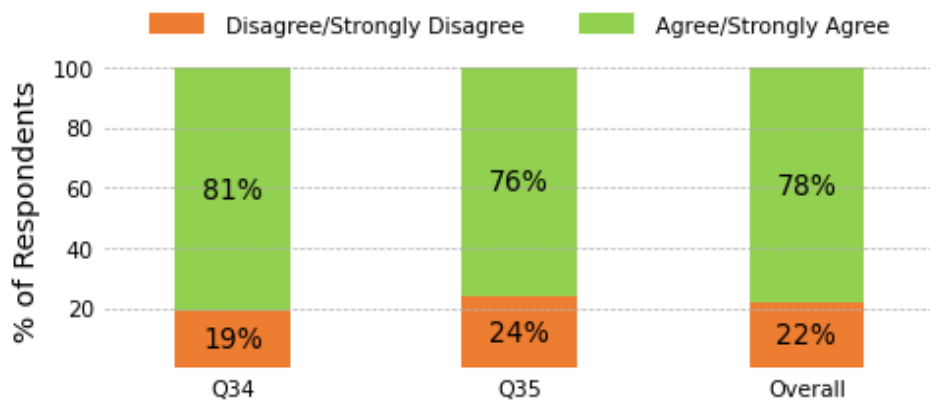
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q27      | 1                 | 2        | 58    | 85             | 146     |
| Q28      | 3                 | 9        | 74    | 60             | 146     |
| Q29      | 2                 | 10       | 76    | 57             | 145     |
| Q30      | 7                 | 16       | 98    | 24             | 145     |
| Q31      | 3                 | 23       | 86    | 33             | 145     |
| Q32      | 0                 | 8        | 71    | 66             | 145     |
| Q33      | 3                 | 9        | 83    | 51             | 146     |
| Overall  | 19                | 77       | 546   | 376            | 1018    |

## Domain 8: Building Maintenance

General upkeep and overall appearance of Central Office.

|                              |  |
|------------------------------|--|
| Domain Rating                | 4/5 Stars  |
| Highest Scoring Question(s)  | Q34  |
| Lowest Scoring Question(s)   | Q35  |
| All Questions in this Domain | Q34. I am proud of the way my building looks.<br>Q35. When something is broken in my building, it is repaired quickly. |

Staff Survey Results (District Staff) - Building Maintenance

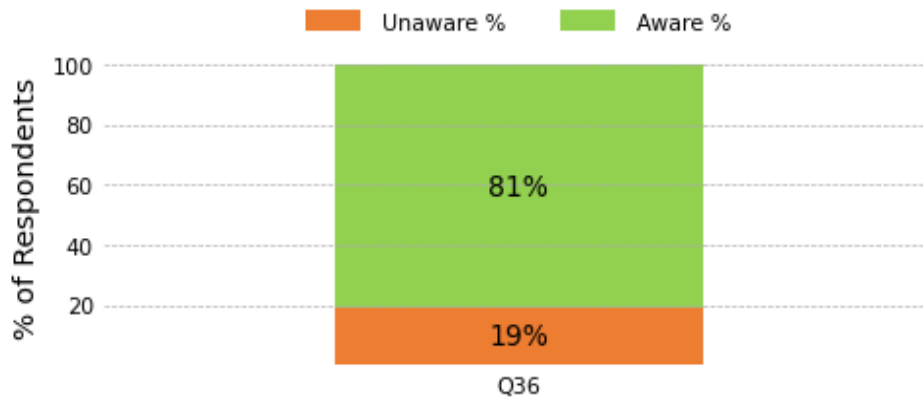


| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q34      | 11                | 17       | 66    | 50             | 144     |
| Q35      | 10                | 24       | 63    | 47             | 144     |
| Overall  | 21                | 41       | 129   | 97             | 288     |

## D2 Promise

|                                 |  |
|---------------------------------|--|
| All Questions in this Sub Topic | Q36. Are you aware that D2 high school graduates will now be able to attend Pikes Peak State College at NO COST as part of the D2 Promise Program? |
|---------------------------------|--|

Staff Survey Results (District Staff) - D2 Promise



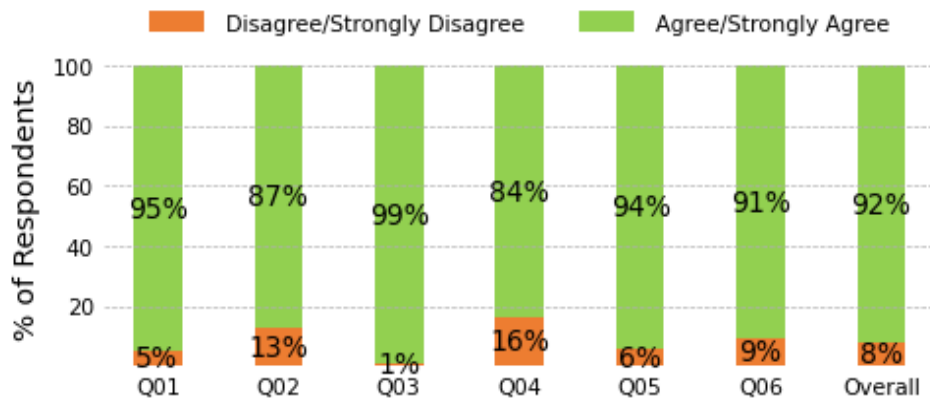
| Question | Unaware | Aware | Total # |
|----------|---------|-------|---------|
| Q36      | 28      | 117   | 145     |

## School-Based Staff Employee Engagement Domain 1: General Engagement & PD

Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.

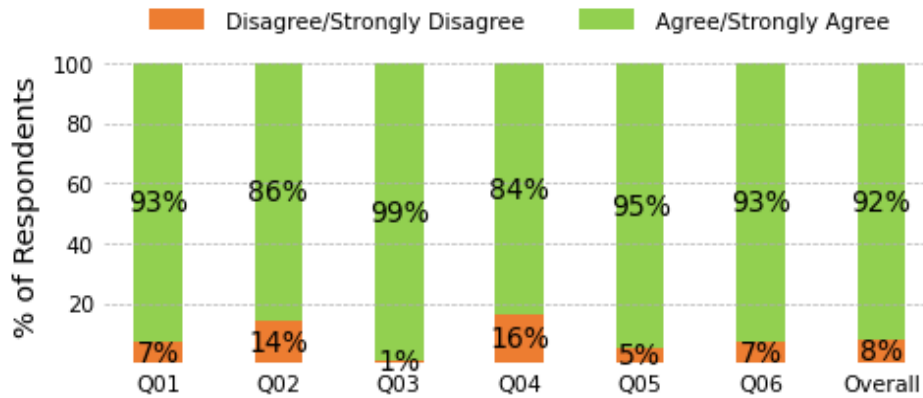
|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q03   |
| Lowest Scoring Question(s)   | Q04   |
| All Questions in this Domain | Q01. I am proud to work for D2.<br>Q02. I look forward to coming to work.<br>Q03. My work positively supports D2.<br>Q04. I would feel comfortable referring a friend to work for D2.<br>Q05. The district encourages continued education and professional growth.<br>Q06. I receive opportunities for professional growth. |

Staff Survey Results (All School-Based) -  
General Engagement & PD



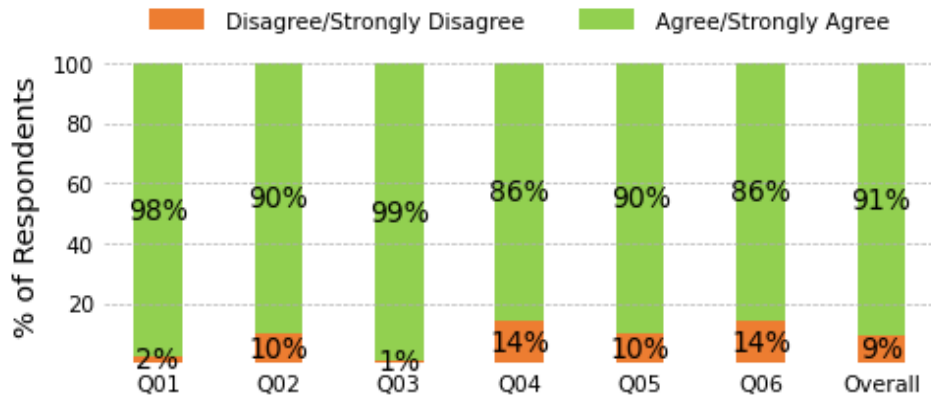
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q01      | 10                | 44       | 509   | 435            | 998     |
| Q02      | 17                | 115      | 552   | 316            | 1000    |
| Q03      | 2                 | 9        | 432   | 553            | 996     |
| Q04      | 24                | 134      | 498   | 339            | 995     |
| Q05      | 17                | 42       | 511   | 429            | 999     |
| Q06      | 15                | 71       | 495   | 417            | 998     |
| Overall  | 85                | 415      | 2997  | 2489           | 5986    |

### Staff Survey Results (Instructional) - General Engagement & PD



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q01      | 9                 | 41       | 393   | 326            | 769     |
| Q02      | 15                | 94       | 421   | 240            | 770     |
| Q03      | 2                 | 7        | 340   | 420            | 769     |
| Q04      | 22                | 104      | 386   | 254            | 766     |
| Q05      | 10                | 26       | 395   | 338            | 769     |
| Q06      | 6                 | 47       | 386   | 331            | 770     |
| Overall  | 64                | 319      | 2321  | 1909           | 4613    |

Staff Survey Results (Non-Instructional) -  
General Engagement & PD



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q01      | 1                 | 3        | 116   | 109            | 229     |
| Q02      | 2                 | 21       | 131   | 76             | 230     |
| Q03      | 0                 | 2        | 92    | 133            | 227     |
| Q04      | 2                 | 30       | 112   | 85             | 229     |
| Q05      | 7                 | 16       | 116   | 91             | 230     |
| Q06      | 9                 | 24       | 109   | 86             | 228     |
| Overall  | 21                | 96       | 676   | 580            | 1373    |



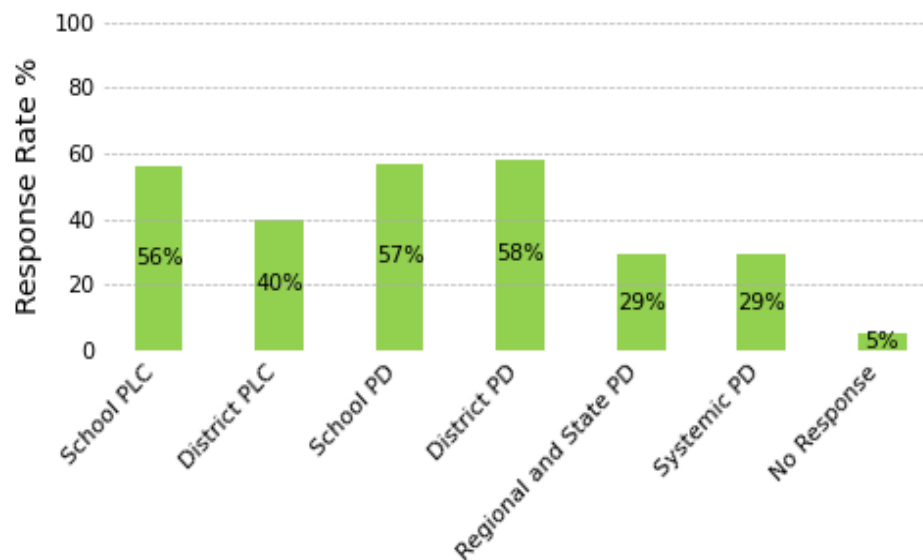
## Professional Development Types

All Questions in this Sub Topic

Q07. The following types of professional development help me grow as an educator...

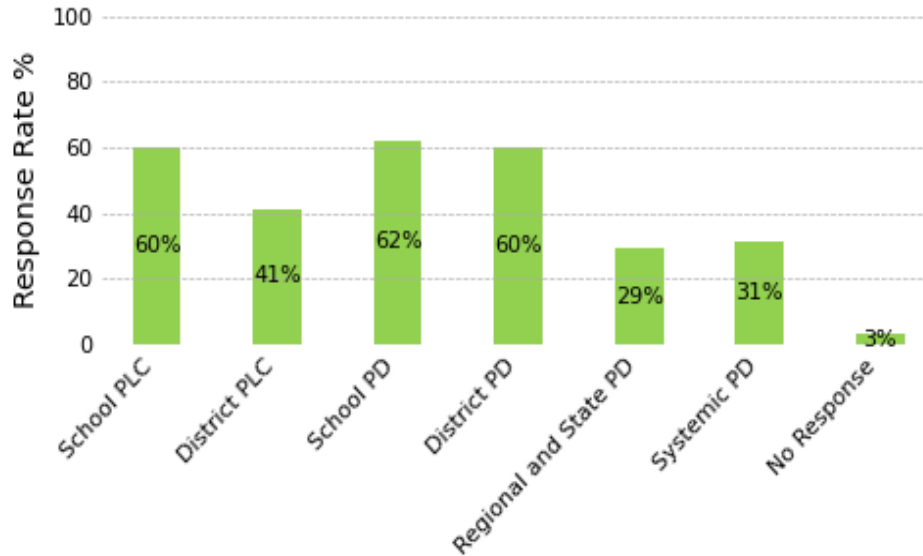
\*Staff were able to select multiple responses.

Staff Survey Results (All School-Based)-  
Q07. The following types of Professional Development help me grow as an educator:



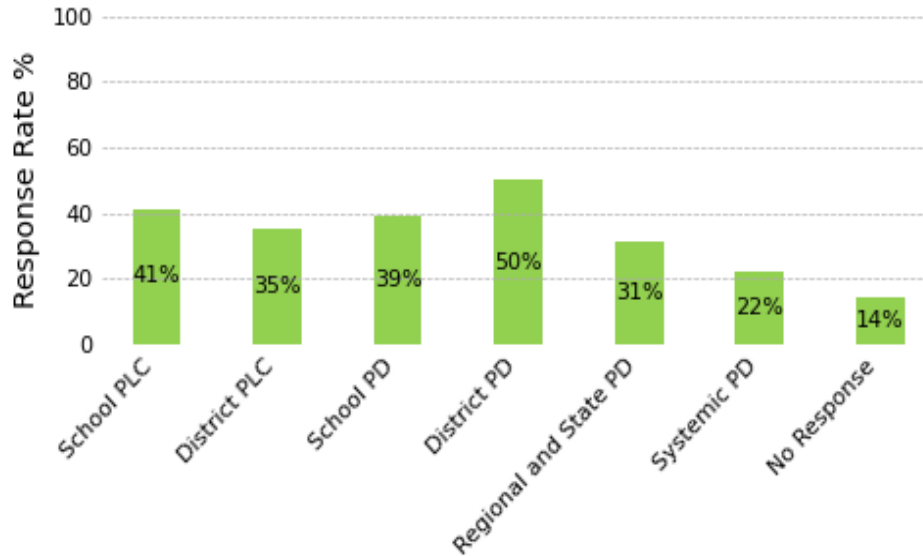
| Response              | Number of Responses | Total Survey Respondents | Response Rate % |
|-----------------------|---------------------|--------------------------|-----------------|
| School PLC            | 562                 | 1004                     | 56              |
| District PLC          | 398                 | 1004                     | 40              |
| School PD             | 573                 | 1004                     | 57              |
| District PD           | 582                 | 1004                     | 58              |
| Regional and State PD | 295                 | 1004                     | 29              |
| Systemic PD           | 289                 | 1004                     | 29              |
| No Response           | 55                  | 1004                     | 5               |

Staff Survey Results (Instructional)-  
Q07. The following types of Professional Development  
help me grow as an educator:



| Response              | Number of Responses | Total Survey Respondents | Response Rate % |
|-----------------------|---------------------|--------------------------|-----------------|
| School PLC            | 466                 | 772                      | 60              |
| District PLC          | 317                 | 772                      | 41              |
| School PD             | 482                 | 772                      | 62              |
| District PD           | 467                 | 772                      | 60              |
| Regional and State PD | 222                 | 772                      | 29              |
| Systemic PD           | 237                 | 772                      | 31              |
| No Response           | 22                  | 772                      | 3               |

Staff Survey Results (Non-Instructional)-  
Q07. The following types of Professional Development  
help me grow as an educator:



| Response              | Number of Responses | Total Survey Respondents | Response Rate % |
|-----------------------|---------------------|--------------------------|-----------------|
| School PLC            | 96                  | 232                      | 41              |
| District PLC          | 81                  | 232                      | 35              |
| School PD             | 91                  | 232                      | 39              |
| District PD           | 115                 | 232                      | 50              |
| Regional and State PD | 73                  | 232                      | 31              |
| Systemic PD           | 52                  | 232                      | 22              |
| No Response           | 33                  | 232                      | 14              |

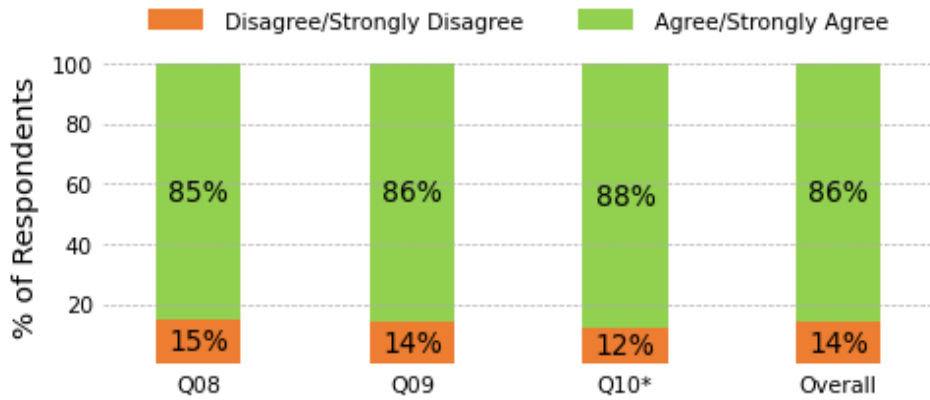
## Domain 2: Feedback & Recognition

Staff satisfaction with the feedback/recognition they receive for their work.

|                              |  |
|------------------------------|--|
| Domain Rating                | 5/5 Stars  |
| Highest Scoring Question(s)  | Q10*   |
| Lowest Scoring Question(s)   | Q08  |
| All Questions in this Domain | Q08. I am recognized by school administrators for a job well-done.<br>Q09. I am appreciated for my work.<br>Q10*. My administrative team provides actionable feedback to improve my instruction. |

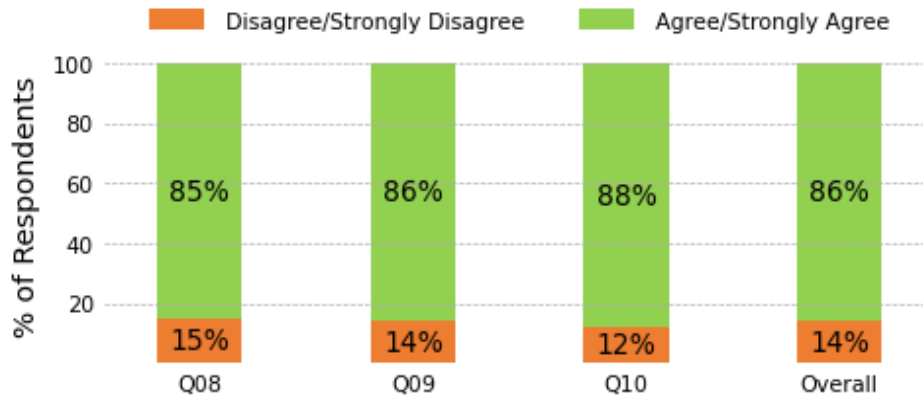
\*Item appeared on instructional staff survey only

Staff Survey Results (All School-Based) - Feedback & Recognition



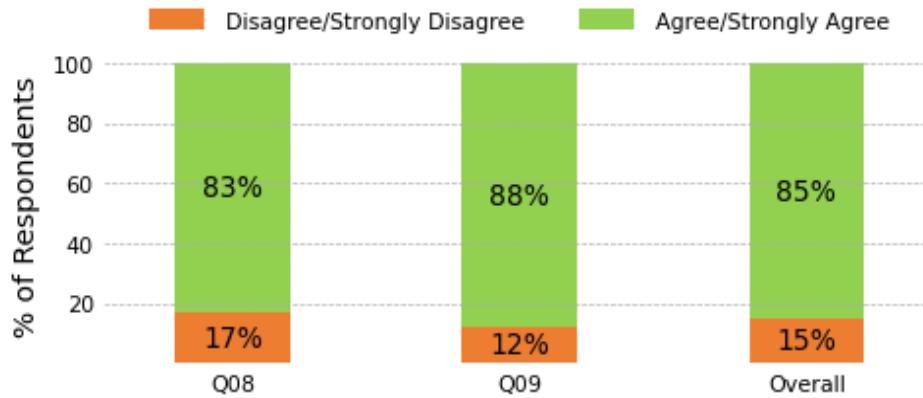
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q08      | 23                | 130      | 493   | 350            | 996     |
| Q09      | 22                | 113      | 504   | 357            | 996     |
| Q10*     | 15                | 75       | 385   | 291            | 766     |
| Overall  | 60                | 318      | 1382  | 998            | 2758    |

Staff Survey Results (Instructional) -  
Feedback & Recognition



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q08      | 17                | 97       | 390   | 264            | 768     |
| Q09      | 18                | 89       | 390   | 270            | 767     |
| Q10      | 15                | 75       | 385   | 291            | 766     |
| Overall  | 50                | 261      | 1165  | 825            | 2301    |

### Staff Survey Results (Non-Instructional) - Feedback & Recognition



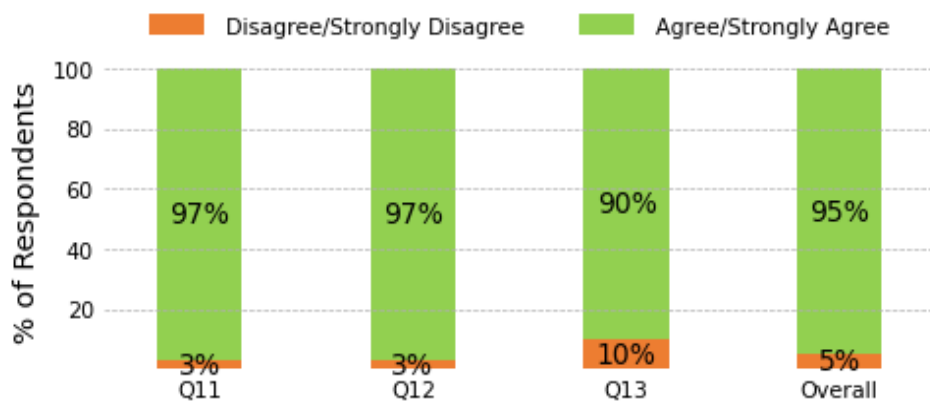
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q08      | 6                 | 33       | 103   | 86             | 228     |
| Q09      | 4                 | 24       | 114   | 87             | 229     |
| Overall  | 10                | 57       | 217   | 173            | 457     |

### Domain 3: District Core Beliefs

Perception of the district’s adherence to its core beliefs.

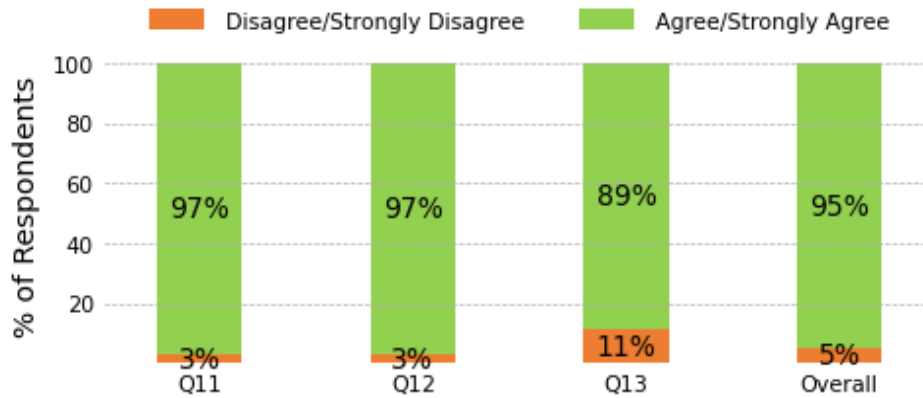
|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q11, Q12  |
| Lowest Scoring Question(s)   | Q13   |
| All Questions in this Domain | Q11. All students are capable of excellence.<br>Q12. Our purpose is to maximize success for all students.<br>Q13. The well-being of our students, staff, families and community is a focus of our district. |

Staff Survey Results (All School-Based) - District Core Beliefs



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q11      | 3                 | 22       | 289   | 683            | 997     |
| Q12      | 6                 | 20       | 302   | 665            | 993     |
| Q13      | 15                | 85       | 455   | 438            | 993     |
| Overall  | 24                | 127      | 1046  | 1786           | 2983    |

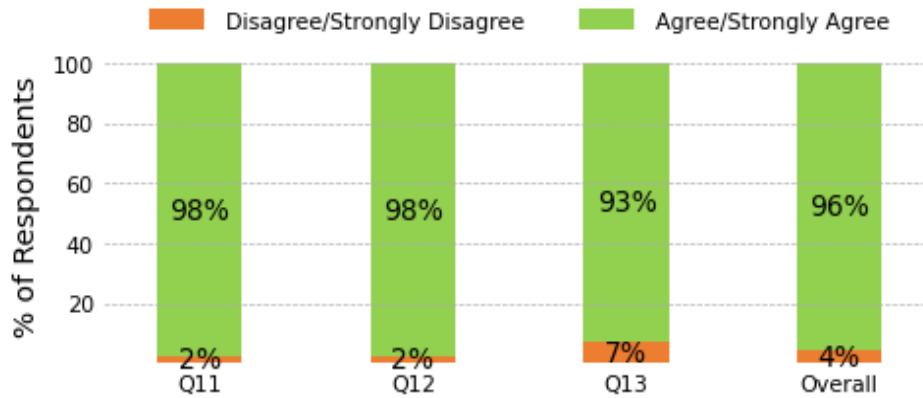
### Staff Survey Results (Instructional) - District Core Beliefs



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q11      | 3                 | 18       | 227   | 519            | 767     |
| Q12      | 6                 | 16       | 238   | 506            | 766     |
| Q13      | 15                | 68       | 357   | 324            | 764     |
| Overall  | 24                | 102      | 822   | 1349           | 2297    |



### Staff Survey Results (Non-Instructional) - District Core Beliefs



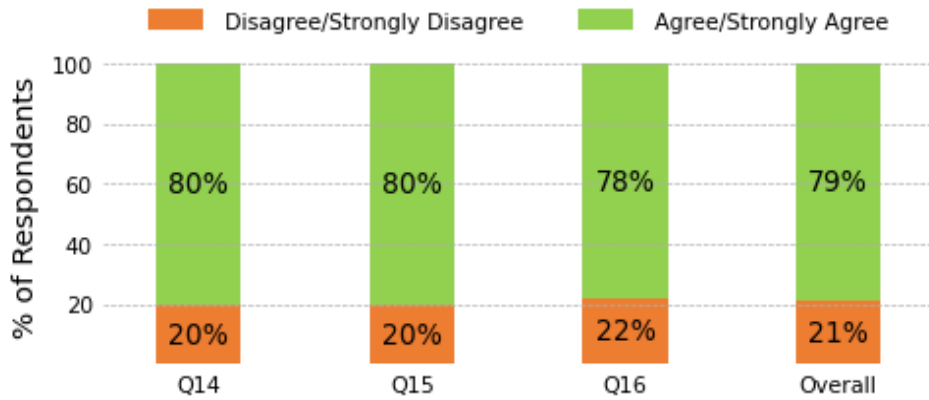
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q11      | 0                 | 4        | 62    | 164            | 230     |
| Q12      | 0                 | 4        | 64    | 159            | 227     |
| Q13      | 0                 | 17       | 98    | 114            | 229     |
| Overall  | 0                 | 25       | 224   | 437            | 686     |

## Domain 4: School Leadership (EE)

The ways in which school leadership supports school staff.

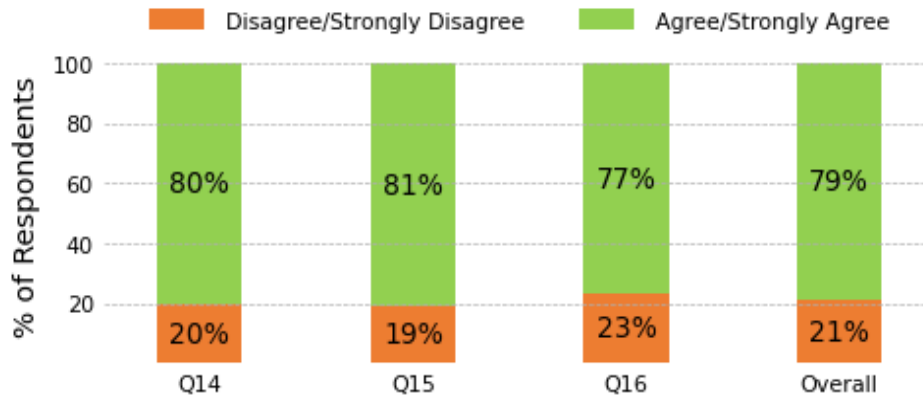
|                              |  |
|------------------------------|--|
| Domain Rating                | 4/5 Stars  |
| Highest Scoring Question(s)  | Q14, Q15   |
| Lowest Scoring Question(s)   | Q16  |
| All Questions in this Domain | <p>Q14. The actions of school administrators are consistent with their words.</p> <p>Q15. School administrators effectively communicate about important issues that affect me.</p> <p>Q16. School administrators ensure staff morale is high at my school.</p> |

Staff Survey Results (All School-Based) - School Leadership (EE)



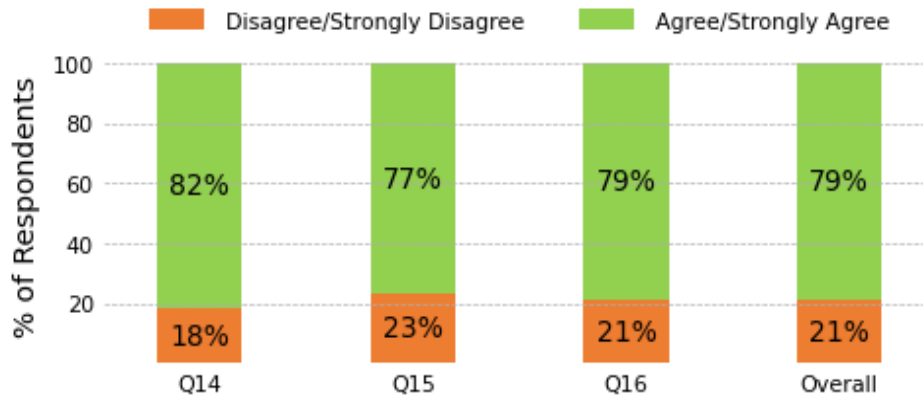
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q14      | 37                | 157      | 471   | 327            | 992     |
| Q15      | 39                | 157      | 469   | 327            | 992     |
| Q16      | 42                | 180      | 461   | 311            | 994     |
| Overall  | 118               | 494      | 1401  | 965            | 2978    |

### Staff Survey Results (Instructional) - School Leadership (EE)



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q14      | 27                | 127      | 353   | 257            | 764     |
| Q15      | 29                | 115      | 364   | 255            | 763     |
| Q16      | 33                | 140      | 356   | 237            | 766     |
| Overall  | 89                | 382      | 1073  | 749            | 2293    |

### Staff Survey Results (Non-Instructional) - School Leadership (EE)

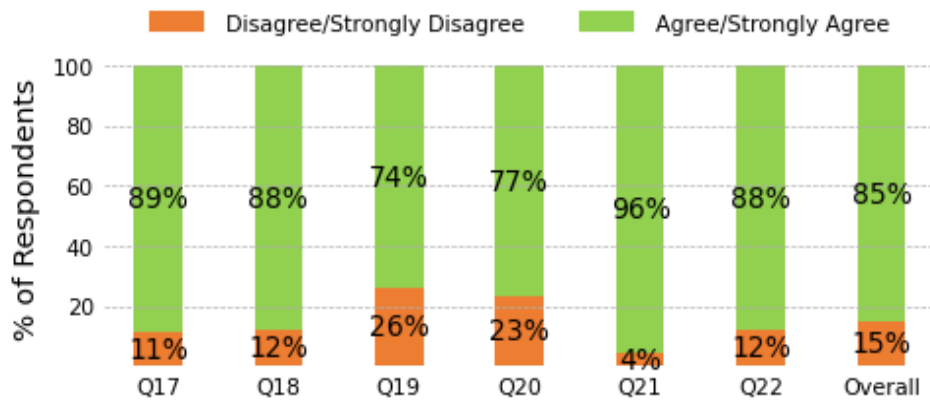


| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q14      | 10                | 30       | 118   | 70             | 228     |
| Q15      | 10                | 42       | 105   | 72             | 229     |
| Q16      | 9                 | 40       | 105   | 74             | 228     |
| Overall  | 29                | 112      | 328   | 216            | 685     |

## Domain 5: Work Environment

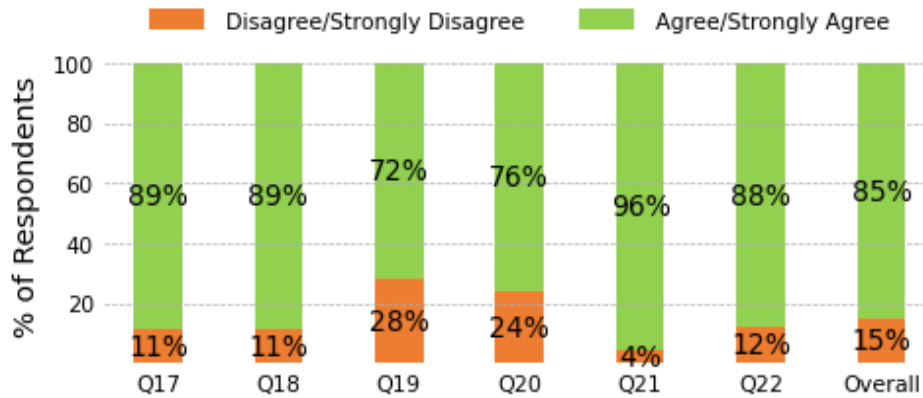
|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q21   |
| Lowest Scoring Question(s)   | Q19   |
| All Questions in this Domain | <p>Q17. I have the training needed to do my job effectively.</p> <p>Q18. I have access to the tools I need to do my job.</p> <p>Q19. My stress level at work is manageable.</p> <p>Q20. I know the resources available to help in managing my workplace stress.</p> <p>Q21. My coworkers/colleagues and I work well together.</p> <p>Q22. District culture allows me to work in an environment of support and courtesy.</p> |

Staff Survey Results (All School-Based) - Work Environment



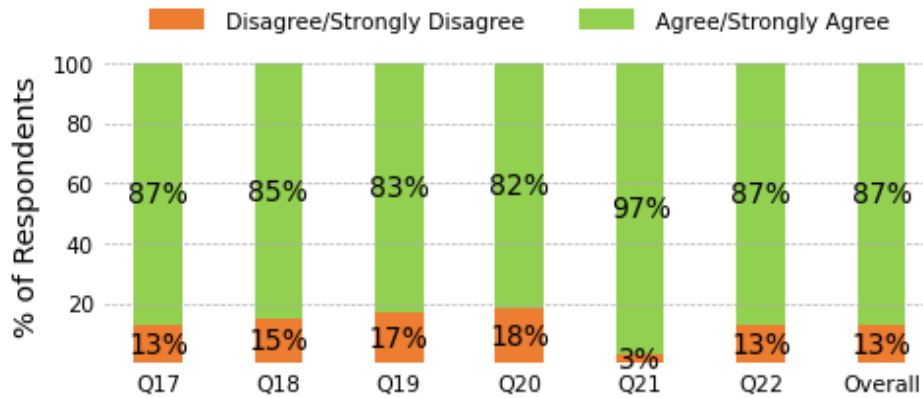
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q17      | 18                | 96       | 502   | 378            | 994     |
| Q18      | 17                | 104      | 564   | 311            | 996     |
| Q19      | 61                | 195      | 585   | 152            | 993     |
| Q20      | 34                | 195      | 559   | 208            | 996     |
| Q21      | 7                 | 33       | 469   | 486            | 995     |
| Q22      | 18                | 102      | 579   | 294            | 993     |
| Overall  | 155               | 725      | 3258  | 1829           | 5967    |

### Staff Survey Results (Instructional) - Work Environment



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q17      | 12                | 72       | 386   | 295            | 765     |
| Q18      | 14                | 72       | 444   | 236            | 766     |
| Q19      | 53                | 163      | 437   | 110            | 763     |
| Q20      | 27                | 160      | 438   | 142            | 767     |
| Q21      | 6                 | 27       | 353   | 380            | 766     |
| Q22      | 17                | 74       | 445   | 229            | 765     |
| Overall  | 129               | 568      | 2503  | 1392           | 4592    |

### Staff Survey Results (Non-Instructional) - Work Environment



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q17      | 6                 | 24       | 116   | 83             | 229     |
| Q18      | 3                 | 32       | 120   | 75             | 230     |
| Q19      | 8                 | 32       | 148   | 42             | 230     |
| Q20      | 7                 | 35       | 121   | 66             | 229     |
| Q21      | 1                 | 6        | 116   | 106            | 229     |
| Q22      | 1                 | 28       | 134   | 65             | 228     |
| Overall  | 26                | 157      | 755   | 437            | 1375    |

## School-Based Staff School Quality

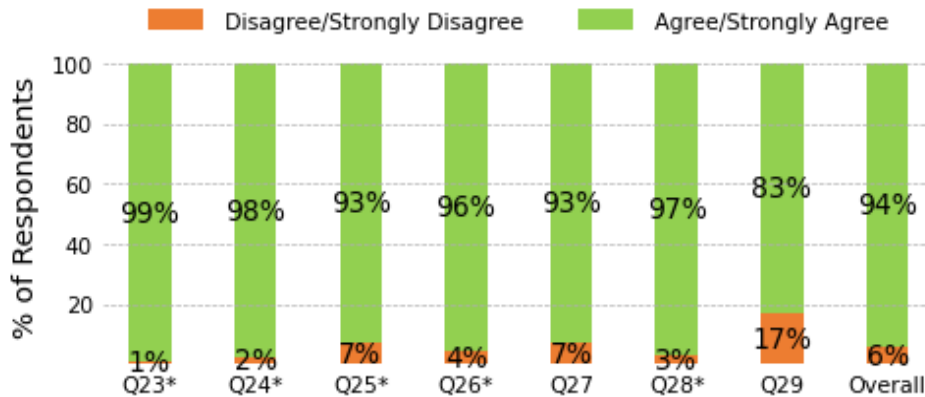
### Domain 1: Academic Support

The ways in which the school supports students' academic achievement and growth.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q23*  |
| Lowest Scoring Question(s)   | Q29   |
| All Questions in this Domain | <p>Q23*. I explain each assignment's expectations to my students.</p> <p>Q24*. I provide feedback on student work.</p> <p>Q25*. Academic expectations and standards are clearly defined at my school.</p> <p>Q26*. I regularly use data to identify my students' strengths and weaknesses.</p> <p>Q27. Helping students meet challenging academic goals is a primary focus of my school.</p> <p>Q28*. I collaborate with other teachers to ensure student success.</p> <p>Q29. The variety of activities and courses offered in my school keeps students engaged in learning.</p> |

\*Item appeared on instructional staff survey only

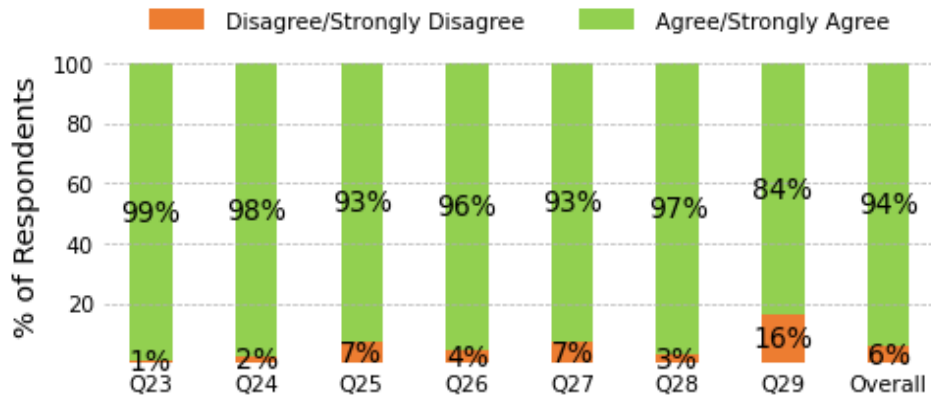
### Staff Survey Results (All School-Based) - Academic Support



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q23*     | 1                 | 7        | 346   | 406            | 760     |
| Q24*     | 0                 | 12       | 387   | 360            | 759     |
| Q25*     | 10                | 47       | 383   | 322            | 762     |
| Q26*     | 1                 | 31       | 350   | 377            | 759     |
| Q27      | 13                | 60       | 485   | 431            | 989     |
| Q28*     | 3                 | 20       | 333   | 402            | 758     |
| Q29      | 19                | 145      | 534   | 292            | 990     |
| Overall  | 47                | 322      | 2818  | 2590           | 5777    |

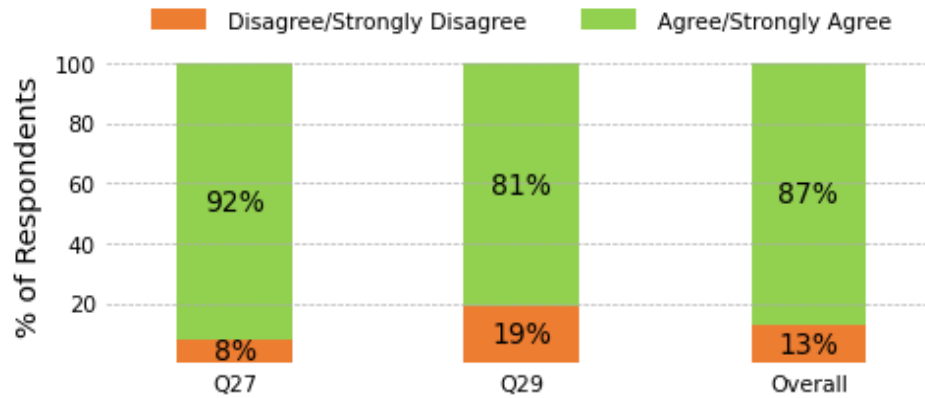


### Staff Survey Results (Instructional) - Academic Support



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q23      | 1                 | 7        | 346   | 406            | 760     |
| Q24      | 0                 | 12       | 387   | 360            | 759     |
| Q25      | 10                | 47       | 383   | 322            | 762     |
| Q26      | 1                 | 31       | 350   | 377            | 759     |
| Q27      | 10                | 44       | 379   | 330            | 763     |
| Q28      | 3                 | 20       | 333   | 402            | 758     |
| Q29      | 14                | 108      | 422   | 219            | 763     |
| Overall  | 39                | 269      | 2600  | 2416           | 5324    |

### Staff Survey Results (Non-Instructional) - Academic Support



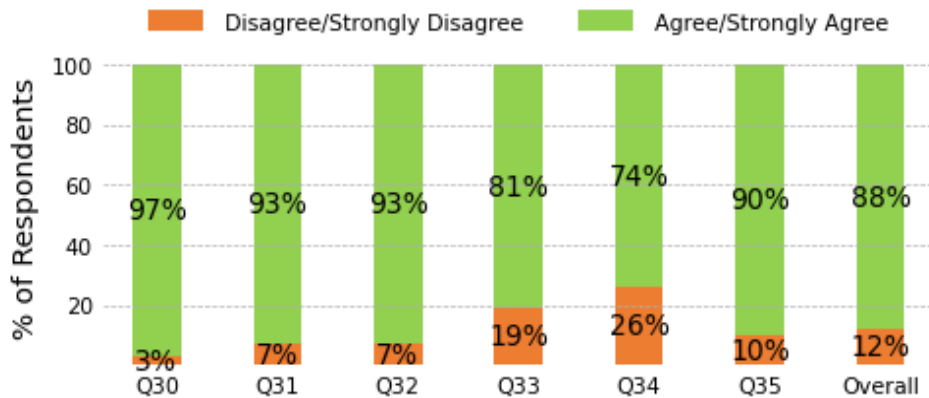
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q27      | 3                 | 16       | 106   | 101            | 226     |
| Q29      | 5                 | 37       | 112   | 73             | 227     |
| Overall  | 8                 | 53       | 218   | 174            | 453     |

## Domain 2: School Equity

The ways in which the school promotes equity among students and staff.

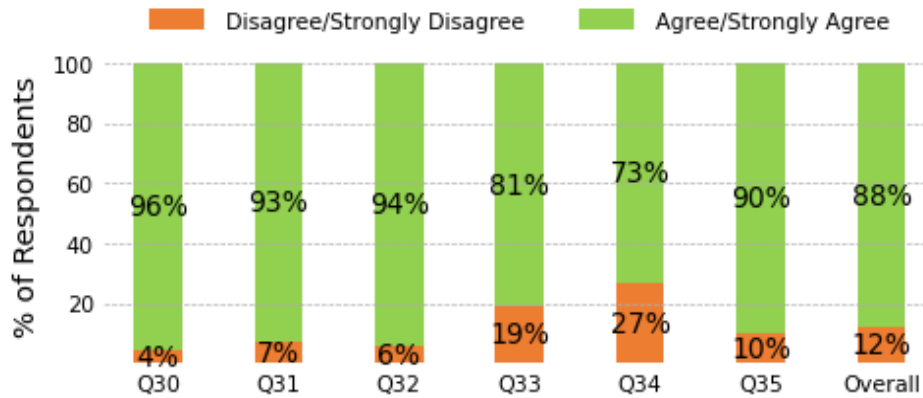
|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q30   |
| Lowest Scoring Question(s)   | Q34   |
| All Questions in this Domain | <p>Q30. My school embraces diversity.</p> <p>Q31. Students at my school are treated equitably regardless of race, culture, religion, sexual orientation, gender, or special needs.</p> <p>Q32. Everyone is accepted at my school.</p> <p>Q33. Everyone is respected at my school.</p> <p>Q34. Student discipline is enforced according to the Code of Conduct at my school.</p> <p>Q35. If I had a concern about harassment or discrimination, I know where and how to report that concern.</p> |

Staff Survey Results (All School-Based) - School Equity



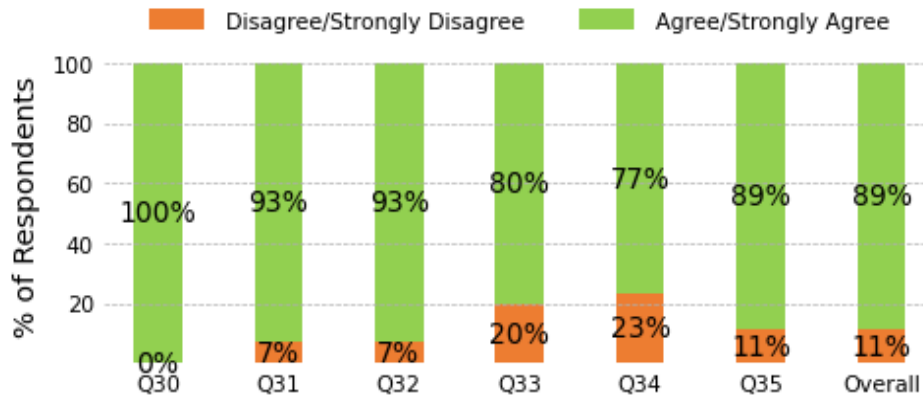
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q30      | 2                 | 26       | 381   | 581            | 990     |
| Q31      | 13                | 59       | 384   | 534            | 990     |
| Q32      | 7                 | 58       | 420   | 502            | 987     |
| Q33      | 34                | 159      | 443   | 355            | 991     |
| Q34      | 69                | 184      | 478   | 251            | 982     |
| Q35      | 15                | 86       | 493   | 391            | 985     |
| Overall  | 140               | 572      | 2599  | 2614           | 5925    |

### Staff Survey Results (Instructional) - School Equity



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q30      | 2                 | 25       | 294   | 442            | 763     |
| Q31      | 10                | 46       | 293   | 413            | 762     |
| Q32      | 5                 | 43       | 331   | 381            | 760     |
| Q33      | 29                | 118      | 352   | 264            | 763     |
| Q34      | 57                | 145      | 372   | 184            | 758     |
| Q35      | 12                | 64       | 392   | 291            | 759     |
| Overall  | 115               | 441      | 2034  | 1975           | 4565    |

### Staff Survey Results (Non-Instructional) - School Equity



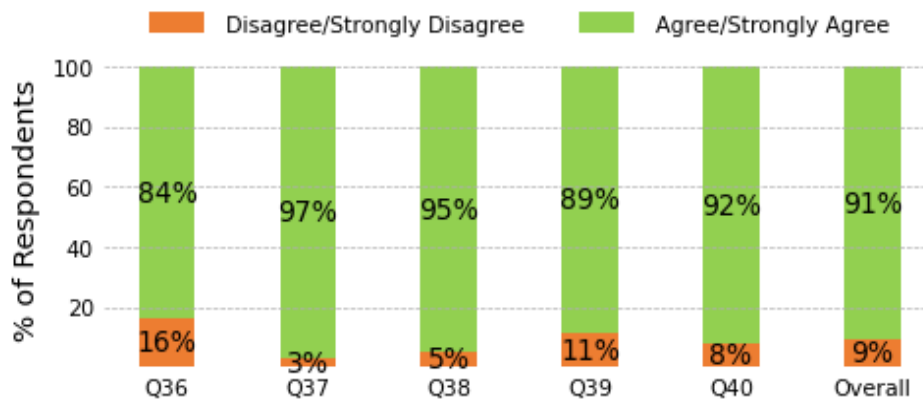
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q30      | 0                 | 1        | 87    | 139            | 227     |
| Q31      | 3                 | 13       | 91    | 121            | 228     |
| Q32      | 2                 | 15       | 89    | 121            | 227     |
| Q33      | 5                 | 41       | 91    | 91             | 228     |
| Q34      | 12                | 39       | 106   | 67             | 224     |
| Q35      | 3                 | 22       | 101   | 100            | 226     |
| Overall  | 25                | 131      | 565   | 639            | 1360    |

### Domain 3: Family Involvement

The ways in which the school involves families in students' school life and education.

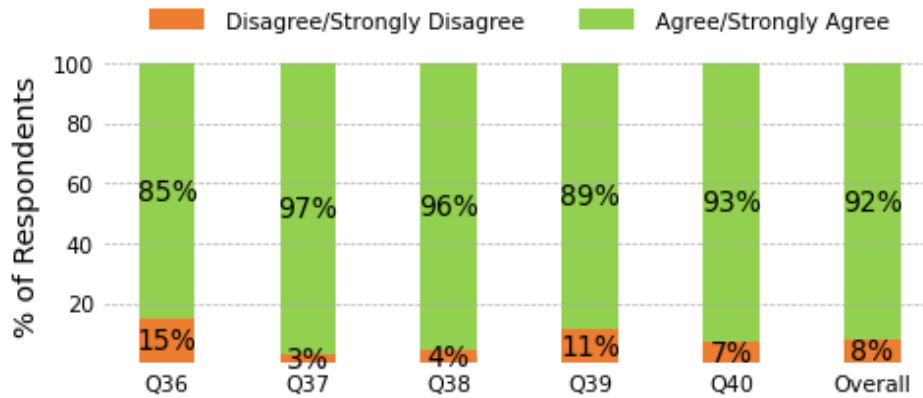
|                              |  |
|------------------------------|--|
| Domain Rating                | 5/5 Stars  |
| Highest Scoring Question(s)  | Q37  |
| Lowest Scoring Question(s)   | Q36  |
| All Questions in this Domain | <p>Q36. Parents/Guardians are aware of what is expected of their child at my school.</p> <p>Q37. My school is welcoming and positively responsive to parents/guardians.</p> <p>Q38. Parent/Guardian input is valued at my school.</p> <p>Q39. At my school, staff members and parents/guardians treat each other with respect.</p> <p>Q40. Parents/Guardians have opportunities to participate in my school.</p> |

Staff Survey Results (All School-Based) - Family Involvement



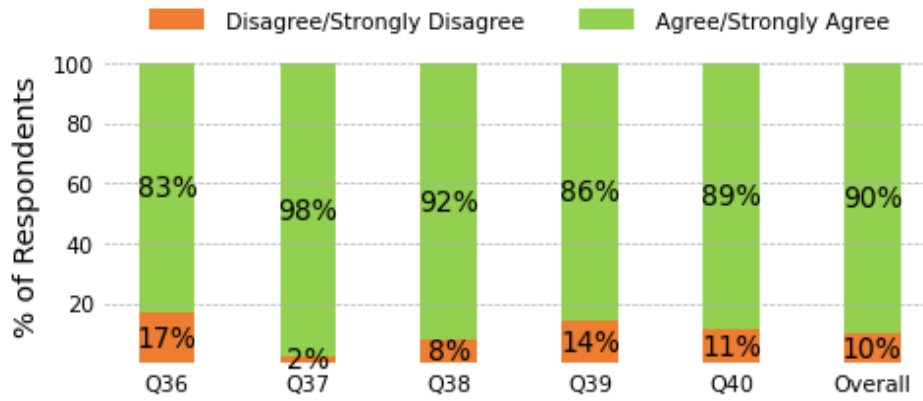
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q36      | 24                | 129      | 557   | 271            | 981     |
| Q37      | 5                 | 22       | 523   | 435            | 985     |
| Q38      | 6                 | 43       | 533   | 392            | 974     |
| Q39      | 11                | 102      | 582   | 288            | 983     |
| Q40      | 8                 | 73       | 573   | 331            | 985     |
| Overall  | 54                | 369      | 2768  | 1717           | 4908    |

### Staff Survey Results (Instructional) - Family Involvement



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q36      | 19                | 96       | 441   | 202            | 758     |
| Q37      | 3                 | 19       | 407   | 331            | 760     |
| Q38      | 4                 | 28       | 425   | 296            | 753     |
| Q39      | 10                | 72       | 464   | 212            | 758     |
| Q40      | 6                 | 50       | 448   | 254            | 758     |
| Overall  | 42                | 265      | 2185  | 1295           | 3787    |

### Staff Survey Results (Non-Instructional) - Family Involvement



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q36      | 5                 | 33       | 116   | 69             | 223     |
| Q37      | 2                 | 3        | 116   | 104            | 225     |
| Q38      | 2                 | 15       | 108   | 96             | 221     |
| Q39      | 1                 | 30       | 118   | 76             | 225     |
| Q40      | 2                 | 23       | 125   | 77             | 227     |
| Overall  | 12                | 104      | 583   | 422            | 1121    |



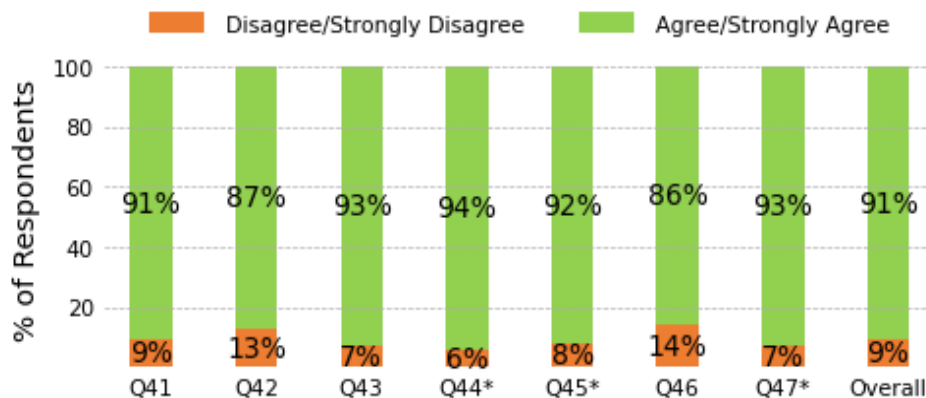
## Domain 4: School Leadership (SQ)

The ways in which school leadership supports student success.

|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q44*  |
| Lowest Scoring Question(s)   | Q46   |
| All Questions in this Domain | <p>Q41. I can approach school administrators with a problem or concern.</p> <p>Q42. School administrators manage this school in ways that promote students' safety and learning.</p> <p>Q43. School administrators are visible in my school.</p> <p>Q44*. School administrators observe my instructional practices.</p> <p>Q45*. My leadership team provides aligned feedback.</p> <p>Q46. I am comfortable sharing honest feedback and taking concerns to my school leadership.</p> <p>Q47*. I have opportunities to be adequately informed about the initiatives and accomplishments of the district.</p> |

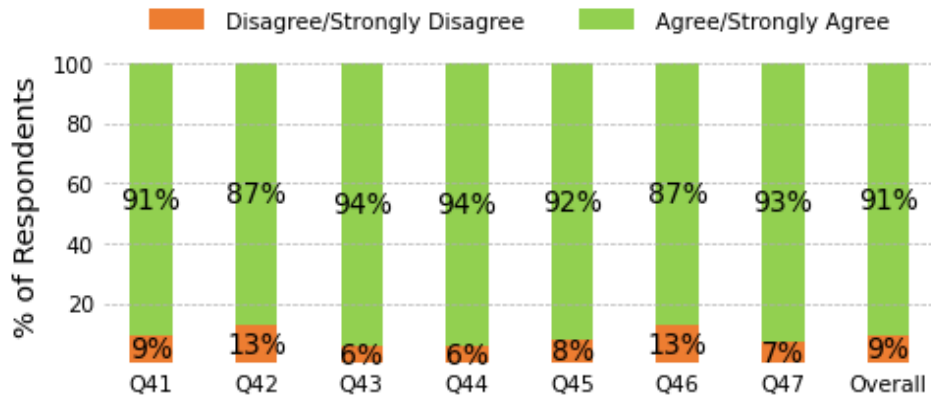
\*Item appeared on instructional staff survey only

### Staff Survey Results (All School-Based) - School Leadership (SQ)



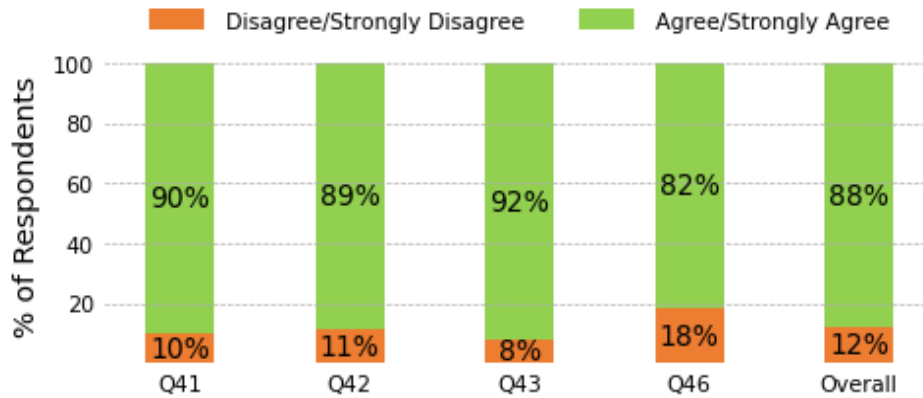
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q41      | 19                | 74       | 420   | 473            | 986     |
| Q42      | 28                | 98       | 444   | 412            | 982     |
| Q43      | 12                | 54       | 392   | 526            | 984     |
| Q44*     | 8                 | 34       | 365   | 351            | 758     |
| Q45*     | 9                 | 55       | 379   | 313            | 756     |
| Q46      | 36                | 104      | 443   | 404            | 987     |
| Q47*     | 10                | 45       | 439   | 263            | 757     |
| Overall  | 122               | 464      | 2882  | 2742           | 6210    |

### Staff Survey Results (Instructional) - School Leadership (SQ)



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q41      | 12                | 58       | 321   | 368            | 759     |
| Q42      | 22                | 80       | 348   | 308            | 758     |
| Q43      | 9                 | 39       | 317   | 393            | 758     |
| Q44      | 8                 | 34       | 365   | 351            | 758     |
| Q45      | 9                 | 55       | 379   | 313            | 756     |
| Q46      | 25                | 75       | 349   | 310            | 759     |
| Q47      | 10                | 45       | 439   | 263            | 757     |
| Overall  | 95                | 386      | 2518  | 2306           | 5305    |

### Staff Survey Results (Non-Instructional) - School Leadership (SQ)



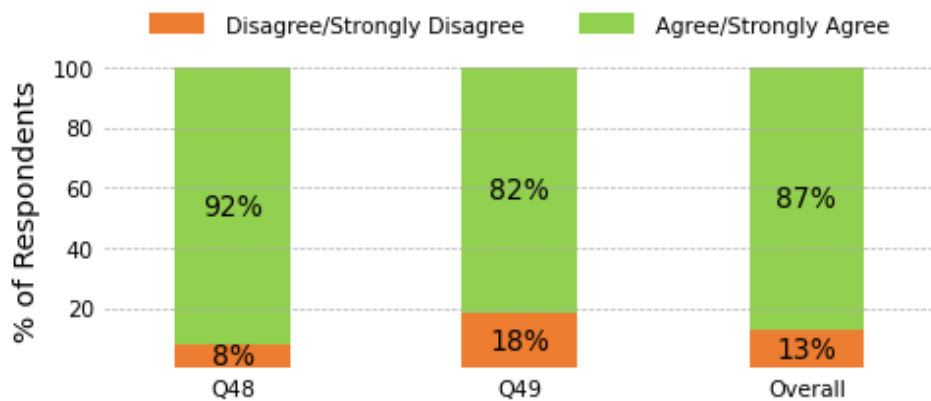
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q41      | 7                 | 16       | 99    | 105            | 227     |
| Q42      | 6                 | 18       | 96    | 104            | 224     |
| Q43      | 3                 | 15       | 75    | 133            | 226     |
| Q46      | 11                | 29       | 94    | 94             | 228     |
| Overall  | 27                | 78       | 364   | 436            | 905     |

## Domain 5: School Maintenance

General upkeep and overall appearance of the school.

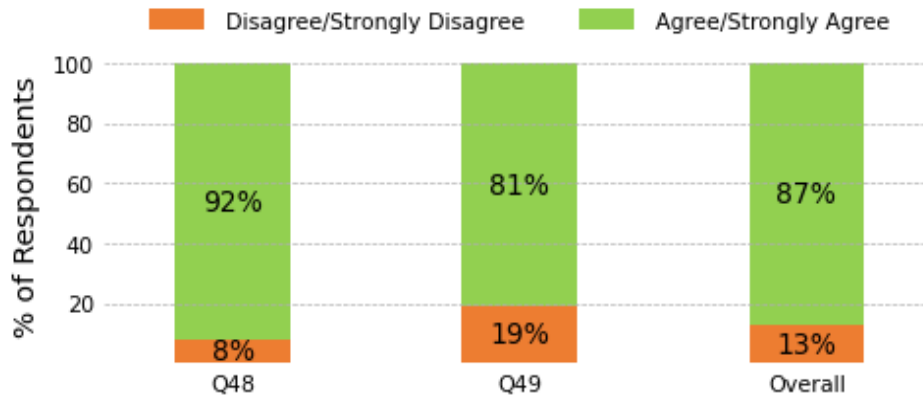
|                              |  |
|------------------------------|--|
| Domain Rating                | 5/5 Stars  |
| Highest Scoring Question(s)  | Q48  |
| Lowest Scoring Question(s)   | Q49  |
| All Questions in this Domain | Q48. I am proud of the way my school looks.<br>Q49. When something is broken in my school, it is repaired quickly. |

Staff Survey Results (All School-Based) - School Maintenance



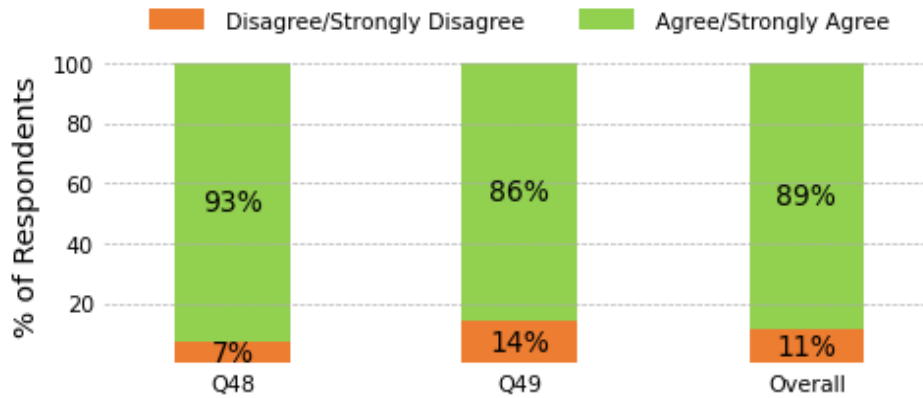
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q48      | 15                | 64       | 523   | 387            | 989     |
| Q49      | 29                | 145      | 501   | 314            | 989     |
| Overall  | 44                | 209      | 1024  | 701            | 1978    |

### Staff Survey Results (Instructional) - School Maintenance



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q48      | 11                | 52       | 414   | 284            | 761     |
| Q49      | 21                | 121      | 385   | 234            | 761     |
| Overall  | 32                | 173      | 799   | 518            | 1522    |

### Staff Survey Results (Non-Instructional) - School Maintenance



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q48      | 4                 | 12       | 109   | 103            | 228     |
| Q49      | 8                 | 24       | 116   | 80             | 228     |
| Overall  | 12                | 36       | 225   | 183            | 456     |

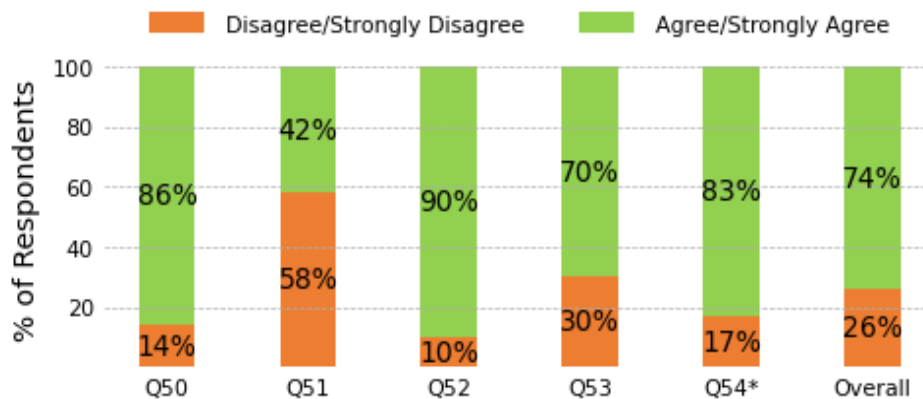
## Domain 6: Safety & Behavior

The ways in which the school promotes safety and discipline.

|                              |  |
|------------------------------|--|
| Domain Rating                | 4/5 Stars  |
| Highest Scoring Question(s)  | Q52  |
| Lowest Scoring Question(s)   | Q51  |
| All Questions in this Domain | <p>Q50. My school is safe.</p> <p>Q51. Students do not threaten and/or bully each other at my school.</p> <p>Q52. Staff at my school respond to bullying when they are told about it.</p> <p>Q53. At my school, most students meet behavioral expectations.</p> <p>Q54*. I have the training I need to effectively manage my students' behavior.</p> |

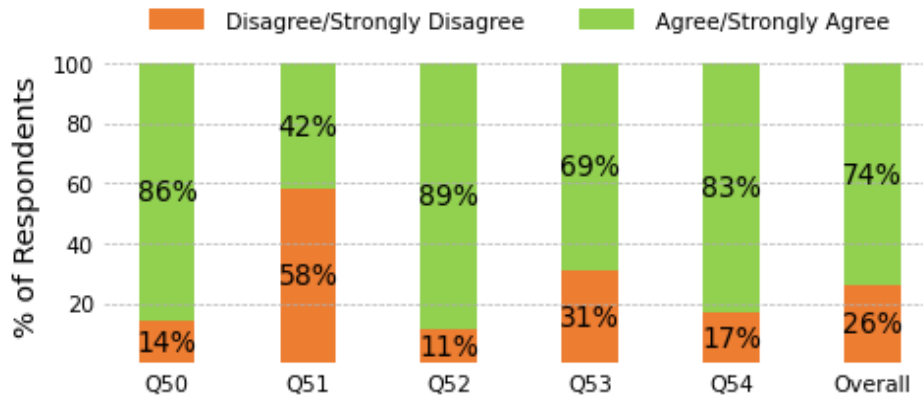
\*Item appeared on instructional staff survey only

Staff Survey Results (All School-Based) - Safety & Behavior



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q50      | 19                | 115      | 518   | 330            | 982     |
| Q51      | 148               | 424      | 327   | 82             | 981     |
| Q52      | 15                | 83       | 547   | 337            | 982     |
| Q53      | 60                | 235      | 530   | 155            | 980     |
| Q54*     | 27                | 101      | 434   | 191            | 753     |
| Overall  | 269               | 958      | 2356  | 1095           | 4678    |

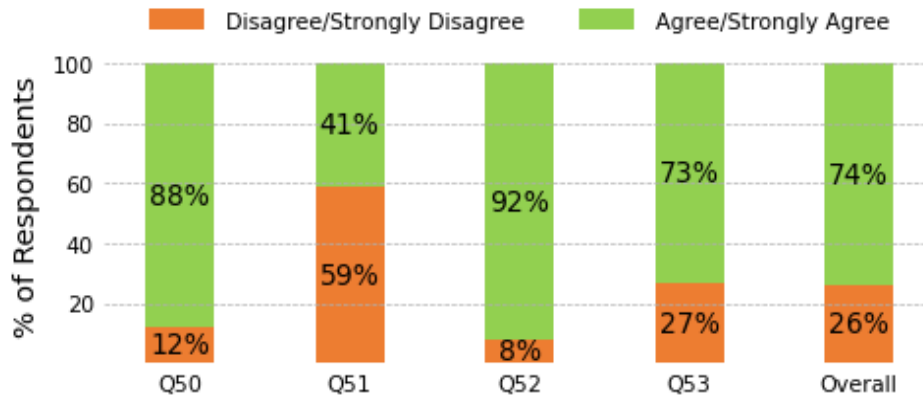
### Staff Survey Results (Instructional) - Safety & Behavior



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q50      | 17                | 90       | 413   | 238            | 758     |
| Q51      | 115               | 325      | 260   | 56             | 756     |
| Q52      | 13                | 68       | 434   | 243            | 758     |
| Q53      | 48                | 187      | 414   | 106            | 755     |
| Q54      | 27                | 101      | 434   | 191            | 753     |
| Overall  | 220               | 771      | 1955  | 834            | 3780    |



### Staff Survey Results (Non-Instructional) - Safety & Behavior



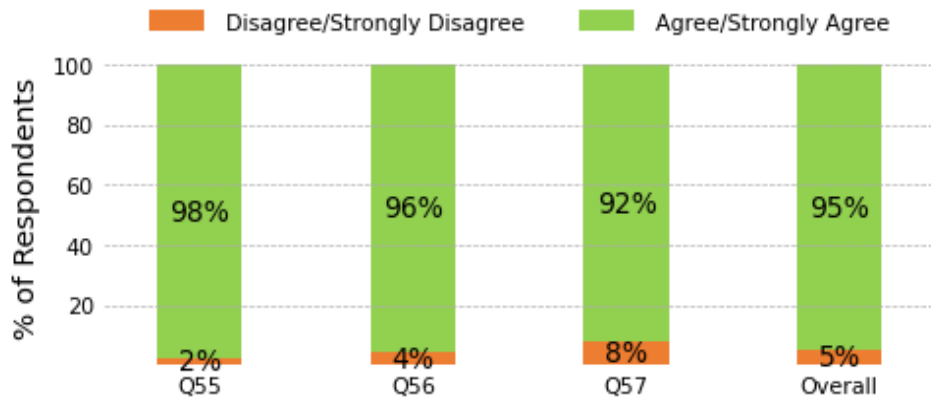
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q50      | 2                 | 25       | 105   | 92             | 224     |
| Q51      | 33                | 99       | 67    | 26             | 225     |
| Q52      | 2                 | 15       | 113   | 94             | 224     |
| Q53      | 12                | 48       | 116   | 49             | 225     |
| Overall  | 49                | 187      | 401   | 261            | 898     |

## Domain 7: Student Support

The ways in which the school supports the “whole child” (i.e. students’ mental, social, and emotional health).

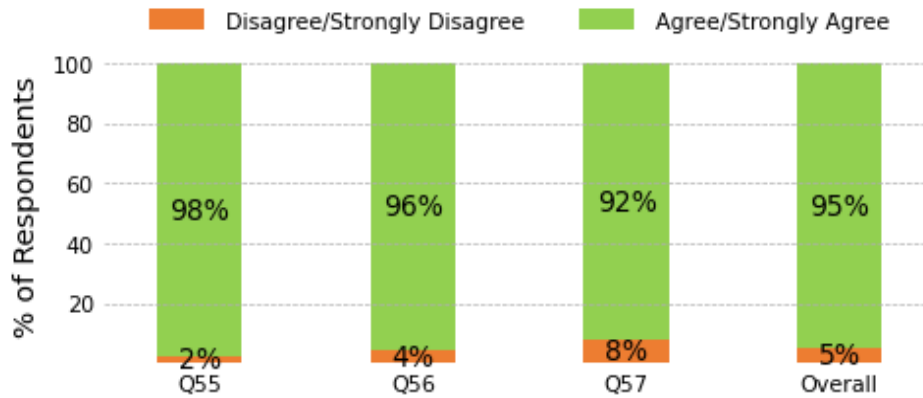
|                              |  |
|------------------------------|--|
| Domain Rating                | 5/5 Stars  |
| Highest Scoring Question(s)  | Q55  |
| Lowest Scoring Question(s)   | Q57  |
| All Questions in this Domain | Q55. Staff at my school build positive relationships with students.<br>Q56. My school provides support for students with social or emotional needs.<br>Q57. I know what to do if a student is struggling with mental health. |

Staff Survey Results (All School-Based) - Student Support



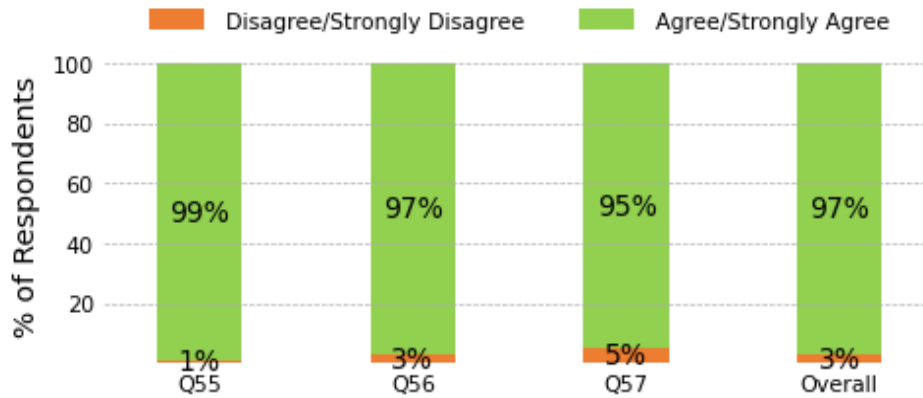
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q55      | 1                 | 20       | 506   | 453            | 980     |
| Q56      | 6                 | 35       | 469   | 474            | 984     |
| Q57      | 6                 | 68       | 539   | 372            | 985     |
| Overall  | 13                | 123      | 1514  | 1299           | 2949    |

### Staff Survey Results (Instructional) - Student Support



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q55      | 1                 | 17       | 389   | 348            | 755     |
| Q56      | 4                 | 30       | 375   | 350            | 759     |
| Q57      | 4                 | 58       | 443   | 256            | 761     |
| Overall  | 9                 | 105      | 1207  | 954            | 2275    |

### Staff Survey Results (Non-Instructional) - Student Support



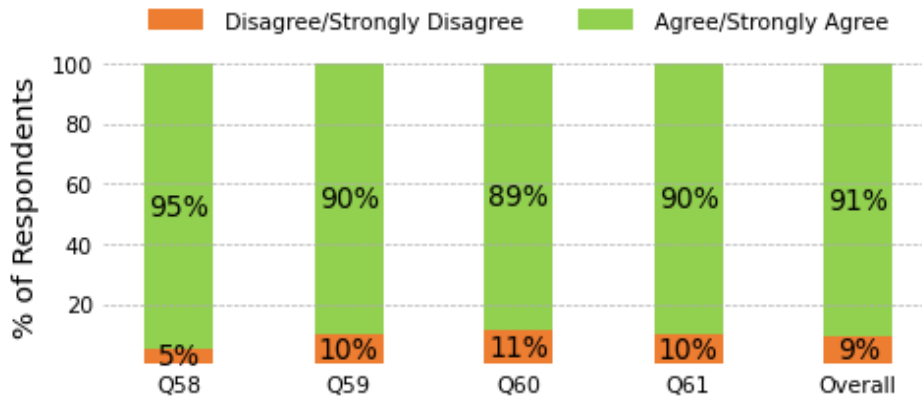
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q55      | 0                 | 3        | 117   | 105            | 225     |
| Q56      | 2                 | 5        | 94    | 124            | 225     |
| Q57      | 2                 | 10       | 96    | 116            | 224     |
| Overall  | 4                 | 18       | 307   | 345            | 674     |

## Domain 8: School & District Communication

Perceptions of the school’s and district’s openness to personal expression and use of various avenues for communication from and with the district.

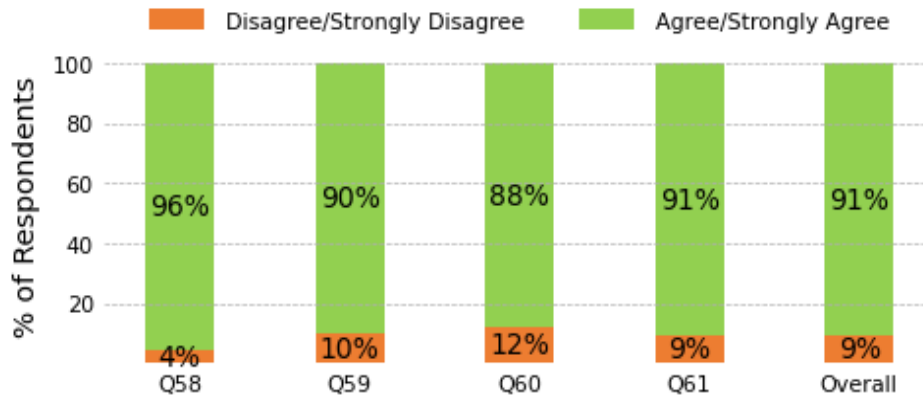
|                              |   |
|------------------------------|---|
| Domain Rating                | 5/5 Stars   |
| Highest Scoring Question(s)  | Q58   |
| Lowest Scoring Question(s)   | Q60   |
| All Questions in this Domain | <p>Q58. The District communicates frequently and timely via emails, text and school messaging.</p> <p>Q59. The District offers multiple ways for me to provide feedback using Let's Talk, surveys, meetings and email.</p> <p>Q60. The District provides opportunities for me to serve on a variety of committees as a way to have input in the direction of my school and district.</p> <p>Q61. The District and school social media and websites help keep me informed about the District's direction and progress.</p> |

### Staff Survey Results (All School-Based) - School & District Communication



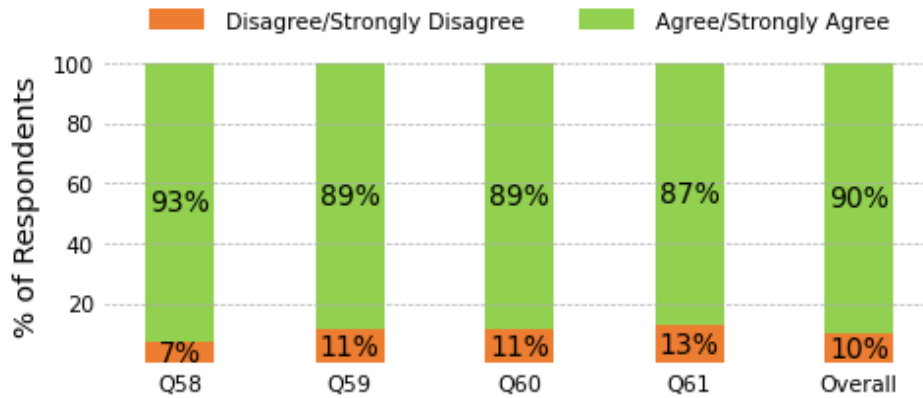
| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q58      | 7                 | 39       | 568   | 370            | 984     |
| Q59      | 15                | 86       | 589   | 287            | 977     |
| Q60      | 21                | 92       | 597   | 273            | 983     |
| Q61      | 17                | 82       | 603   | 275            | 977     |
| Overall  | 60                | 299      | 2357  | 1205           | 3921    |

### Staff Survey Results (Instructional) - School & District Communication



| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q58      | 6                 | 25       | 452   | 275            | 758     |
| Q59      | 10                | 66       | 467   | 210            | 753     |
| Q60      | 16                | 72       | 465   | 204            | 757     |
| Q61      | 11                | 59       | 488   | 195            | 753     |
| Overall  | 43                | 222      | 1872  | 884            | 3021    |

Staff Survey Results (Non-Instructional) -  
School & District Communication

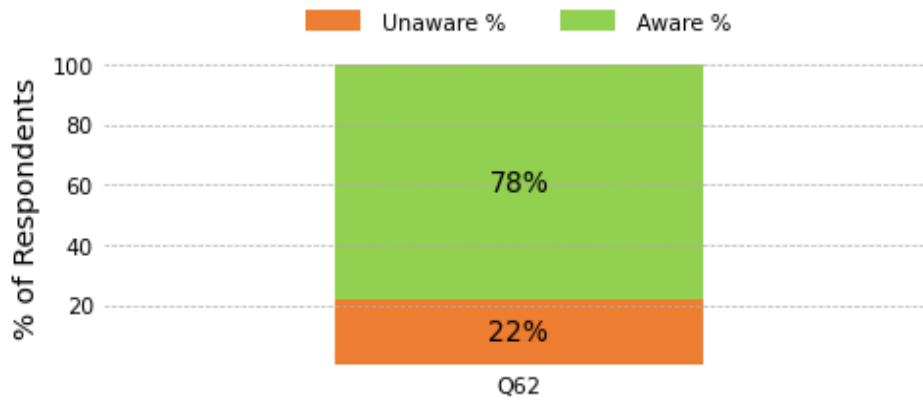


| Question | Strongly Disagree | Disagree | Agree | Strongly Agree | Total # |
|----------|-------------------|----------|-------|----------------|---------|
| Q58      | 1                 | 14       | 116   | 95             | 226     |
| Q59      | 5                 | 20       | 122   | 77             | 224     |
| Q60      | 5                 | 20       | 132   | 69             | 226     |
| Q61      | 6                 | 23       | 115   | 80             | 224     |
| Overall  | 17                | 77       | 485   | 321            | 900     |

## D2 Promise

|                                 |  |
|---------------------------------|--|
| All Questions in this Sub Topic | Q62. Are you aware that D2 high school graduates will now be able to attend Pikes Peak State College at NO COST as part of the D2 Promise Program? |
|---------------------------------|--|

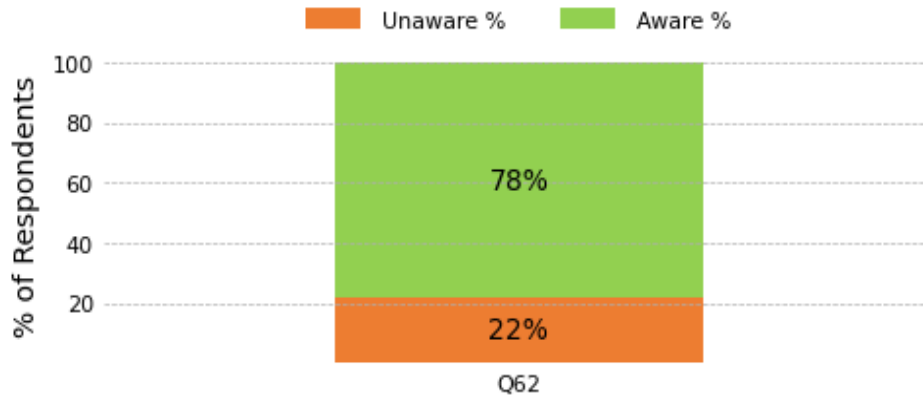
Staff Survey Results (All School-Based) - D2 Promise



| Question | Unaware | Aware | Total # |
|----------|---------|-------|---------|
| Q62      | 216     | 771   | 987     |

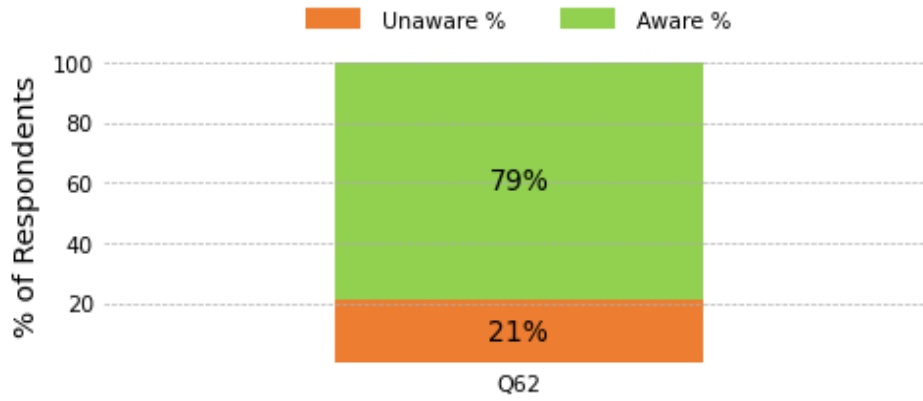


Staff Survey Results (Instructional) -  
D2 Promise



| Question | Unaware | Aware | Total # |
|----------|---------|-------|---------|
| Q62      | 167     | 592   | 759     |

Staff Survey Results (Non-Instructional) -  
D2 Promise



| Question | Unaware | Aware | Total # |
|----------|---------|-------|---------|
| Q62      | 49      | 179   | 228     |