Fort Worth
INDEPENDENT SCHOOL DISTRICT

Survey results by race and ethnicity and by respondent role

All Survey Results (Wave 1 and Wave 2 together): Hispanic/Latino, Black or African American and White respondents, each split into community members, FWISD employees and students. Shares of the 5,080 coded respondents, compared with All Survey Results. Counts and percentages only; no weighting.

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Prepared with an AI language model (Claude, Anthropic) from the coded survey responses. Every figure was recomputed from the individual survey responses and re-checked by independent AI reviewers. This supplement is separate from the published 28 September analysis and uses the same 7,565 respondents and the same base as the Survey Results deck for Waves 1 and 2 dated 9 November 2026.

What is in this deck

Same survey, questions and categories as the published analysis and the Survey Results deck for Waves 1 and 2 (“What survey respondents told us — Waves 1 and 2”, 9 November 2026), cut by race and ethnicity, then by role.

Pool	Who	Respondents	Coded respondents (≥1 coded entry; the % base)
Wave 1	Online survey, 21 July – 16 September 2026 — the pool behind the published 28 September analysis	4,822	3,027
Wave 2	Online responses (1,059): 785 Qualtrics, 2–26 October 2026, and 274 Google Form, 6–25 October 2026; plus 1,684 paper forms from community sites	2,743	2,053
All Survey Results	Wave 1 + Wave 2; no respondent counted twice (Qualtrics response IDs matched across exports; the Google Form has no IDs and was checked by content: no response matched an existing one on all five answers, apart from one set of five “idk” (“I don’t know”) answers that matches two paper forms in wording only, from respondents whose ZIP, race and role differ, and was kept; paper and online treated as distinct people)	7,565	5,080

Race and ethnicity. Grouped as in section A.5 (“Who responded — survey composition”) of the published 28 September analysis: Hispanic/Latino of any race first; then respondents who did not say they are Hispanic/Latino, by the single race they chose (“prefer not to answer” is ignored when a race is also ticked). “Black or African American” and “White” mean respondents who did not say they are Hispanic/Latino and chose only that race; 54 of the 936 and 54 of the 1,610 coded respondents in those groups left the Hispanic/Latino question blank or preferred not to answer it. All other races (two or more races, “another race or identity”, Asian, American Indian / Alaska Native, Native Hawaiian / Pacific Islander; 230 coded) are not shown, and neither are the 509 coded respondents with no usable race or ethnicity answer (blank, “prefer not to answer”, or “No” to Hispanic/Latino with no race given).

Roles. The connection question is select-all; each respondent is placed once: FWISD employee if that box is checked, otherwise student (a current FWISD student) if checked, otherwise community. Community is therefore everyone else: parents and guardians, residents and taxpayers, alumni, partners, “other”, prefer-not-to-answer and no box checked. The published analysis describes overlapping membership; this deck uses the exclusive grouping of the Survey Results deck for Waves 1 and 2.

What follows. How to read the numbers (next slide); who is in each group and how each was reached; the five questions by race and ethnicity, then within each race and ethnicity group by role; where each group differs from All Survey Results; limitations; and an appendix with every category for every group. The five questions are Q1 what students should know or be able to do, Q2 the successful graduate, Q3 the values the Superintendent must honor, Q4 what to keep doing and Q5 what to stop doing; their full wording is on slide 34 of the Survey Results deck, whose slides 13–17 list the categories. Answers were sorted (“coded”) into those categories; each sorted statement is an entry (definitions on slide 32).

How to read the numbers

Counting rules are those of the published analysis; the comparison rule and the small-cell rule are specific to this supplement.

Shares and comparison. A share is the number of respondents who named a category at least once ÷ all coded respondents in that column, within the question (as in the published analysis). Every column is compared with All Survey Results, which includes that column's own respondents. A difference is material at 5 percentage points or 5 ranks, computed from unrounded shares. Ranks are competition ranks (tied categories share a rank and the next rank is skipped, for example 1, 2, 2, 4); Other and Q4 "Nothing working or too early" are not ranked and are tested on the 5-point rule only. "Material" is a fixed screening rule, not a test of statistical significance or of importance; no significance tests are run. Because the rule uses unrounded shares, a gap that looks like 5.0 when the printed shares are subtracted can fall just under it (for example White students, Q1 "Reading": 13.0% against 18.0%, a gap of 4.93 points). Survey only, unweighted.

Ranks and points. Shares within a question can lie close together (Q4 shares of ranked categories lie between 2.3% and 8.5%), so a gap of under 5 points can still move a category five or more ranks. Slide 10 lists those rank-only differences separately.

Who answered each question. Shares are of coded respondents, not of those who answered the question, and groups differ in how many answered each question: for example 45% of Hispanic/Latino students answered Q1, against 76% of all coded respondents. A lower share can therefore mean fewer answered, not that fewer named the category. The "Respondents answering" row under each table shows the count.

Small cells. A category named by fewer than five respondents in a column is shown as "<5" and is not tested against the 5-point / 5-rank rule. Counts of 5 to 9 are shown, tested and colored, but 111 figures in the race and role columns rest on counts that small: read them as indicative. A stricter threshold of ten respondents would hide them. † marks a column with fewer than 100 coded respondents, where one respondent moves a share by more than one point. In the Survey Results deck, † instead marks a cell with fewer than 10 respondents or entries, shown for completeness and not as a finding; this supplement shows and colors counts of 5–9 as indicative.

Frequency is not priority. A category named by fewer respondents may matter deeply to a particular community. These tables show how many respondents named a category, not how much it matters to them.

Separate work. The published 28 September analysis reported race and ethnicity composition only and ran no thematic cross-tabs by race, ethnicity or connection. This supplement is separate work with its own suppression rule (counts under five are not shown). Descriptive only: no reasons are offered for any difference and no recommendations are made.

Who is in each group

Respondents by race/ethnicity group and role; the base for every percentage is coded respondents (at least one coded entry).

Race / ethnicity group	All respondents	Coded	Coded community	Coded employees	Coded students	% of 5,080
Hispanic/Latino (any race)	2,620	**1,795**	1,329	125	341	35.3%
Black or African American	1,150	**936**	767	74	95	18.4%
White	2,096	**1,610**	1,337	204	69	31.7%
All other races (not shown)	314	**230**	194	14	22	4.5%
No usable race / ethnicity (not shown)	1,385	**509**	383	93	33	10.0%
All Survey Results	**7,565**	**5,080**	**4,010**	**510**	**560**	**100.0%**

Group × role	Coded	Q1	Q2	Q3	Q4	Q5
Hispanic/Latino · Community	1,329	962	1,025	960	754	865
Hispanic/Latino · Employees	125	101	104	93	70	92
Hispanic/Latino · Students	341	155	267	216	195	263
Black or African American · Community	767	616	653	554	455	486
Black or African American · Employees †	74	60	61	61	48	57
Black or African American · Students †	95	69	83	69	65	69
White · Community	1,337	1,127	1,155	1,083	750	980
White · Employees	204	178	161	163	137	167
White · Students †	69	46	56	54	45	53
All Survey Results	**5,080**	**3,872**	**4,157**	**3,810**	**2,925**	**3,568**

Reading the tables. Roles are exclusive (employee, then student, then community). “Coded” respondents are the base for every percentage in this deck; the Q1–Q5 columns count the coded respondents who named at least one category in that question; percentages use the larger “Coded” number as their base. † Three of the nine group × role cells have fewer than 100 coded respondents (Black or African American employees 74; Black or African American students 95; White students 69). The three groups shown cover 4,341 of the 5,080 coded respondents (85.5%); the other 739 are 230 in all other races and 509 who gave no usable race or ethnicity answer. “All other races” (314 respondents: two or more races, another race, Asian, American Indian / Alaska Native, Native Hawaiian / Pacific Islander) is the Survey Results deck’s lines Two or more / another (199), Asian (66), American Indian / Alaska Native (36) and Native Hawaiian / Pacific Islander (13) taken together.

Who answered. Respondents are volunteers, not a sample of the district’s families, students or staff. Of the 6,180 respondents who gave a usable race or ethnicity answer (of 7,565), 42.4% are Hispanic/Latino, 18.6% Black or African American and 33.9% White, against 65.0%, 18.2% and 12.6% of FWISD students (Texas Academic Performance Report 2025-26; Survey Results deck, slide 9). Results describe the volunteers in each group, not all Hispanic/Latino, Black or African American or White families, students or staff in the district.

How each group was reached

Coded respondents by survey wave and channel, and by Spanish-language form, so the differences that follow can be read with this in view.

Group	Coded	Wave 1 online	Wave 2 online	Wave 2 paper forms	Spanish-language form
All Survey Results	5,080	3,027 (59.6%)	734 (14.4%)	1,319 (26.0%)	515 (10.1%)
Hispanic/Latino (any race)	1,795	972 (54.2%)	304 (16.9%)	519 (28.9%)	463 (25.8%)
Community	1,329	657 (49.4%)	231 (17.4%)	441 (33.2%)	366 (27.5%)
Employees	125	95 (76.0%)	23 (18.4%)	7 (5.6%)	4 (3.2%)
Students	341	220 (64.5%)	50 (14.7%)	71 (20.8%)	93 (27.3%)
Black or African American	936	241 (25.7%)	263 (28.1%)	432 (46.2%)	2 (0.2%)
Community	767	172 (22.4%)	219 (28.6%)	376 (49.0%)	2 (0.3%)
Employees	74	43 (58.1%)	13 (17.6%)	18 (24.3%)	0 (0.0%)
Students	95	26 (27.4%)	31 (32.6%)	38 (40.0%)	0 (0.0%)
White	1,610	1,306 (81.1%)	100 (6.2%)	204 (12.7%)	8 (0.5%)
Community	1,337	1,061 (79.4%)	79 (5.9%)	197 (14.7%)	6 (0.4%)
Employees	204	194 (95.1%)	10 (4.9%)	0 (0.0%)	0 (0.0%)
Students	69	51 (73.9%)	11 (15.9%)	7 (10.1%)	2 (2.9%)

Reading this. Wave 1 online responses and the 785 Wave 2 Qualtrics responses came through an open link or QR code; the 274 Google Form responses (counted in “Wave 2 online”) came through a Google Form (how respondents reached the form is not recorded); Wave 2 paper forms came from community sites (1,375 of the 1,684 from two food banks, 17 from one other site, and 292 with no recorded site) and include Spanish-language forms. Paper answers were transcribed with an AI vision model, with an independent second read of a share of the forms, and Spanish answers were translated before coding (Survey Results deck, slide 28); paper forms are 46.2% of Black or African American, 28.9% of Hispanic/Latino and 12.7% of White coded respondents.

Group and wave. 54.2% of Hispanic/Latino, 25.7% of Black or African American and 81.1% of White coded respondents answered in Wave 1; the rest answered in Wave 2. Tested again within each wave (each group against All Survey Results respondents from the same wave), 15 of the 17 differences of 5 points or more listed on slide 9 are again 5 points or more, in the same direction, among Wave 1 respondents, and 1 of the 17 among Wave 2 respondents. For example, Q3 “Trust, Support and Retain Educators” is named by 13.0% of Hispanic/Latino, 10.8% of Black or African American and 28.9% of White Wave 1 coded respondents, and by 4.4%, 3.6% and 8.9% of Wave 2 coded respondents. The group differences in this deck cannot be separated from differences between the waves, from differences in how and where each group was reached, or from differences in what each group said.

Race and ethnicity: Q1 and Q2

Hispanic/Latino, Black or African American and White respondents beside All Survey Results: % of coded respondents (rank).

Q1 Know / be able to do	All Survey Results (5,080)	Hispanic/ Latino (1,795)	Black or African American (936)	White (1,610)
Grade-Level Core Academics	**18.9% #1**	15.0% #1	20.7% #1	21.6% #2
Reading	**18.0% #2**	**11.9% #3**	19.4% #2	**24.2% #1**
Critical Thinking and Problem Solving	**12.0% #3**	**6.0% #7**	**6.7% #7**	**20.9% #3**
Social-Emotional Skills and Character	**11.7% #4**	13.4% #2	12.0% #3	9.1% #6
Life Skills and Financial Literacy	**9.5% #5**	8.9% #4	11.0% #4	9.8% #5
Communication and Self-Advocacy	**9.5% #6**	8.4% #5	9.8% #5	11.1% #4
College, Career and Military Readiness	**7.0% #7**	6.9% #6	9.8% #5	6.0% #8
Respondents answering	3,872	1,218	745	1,351

Q2 Successful graduate	All Survey Results (5,080)	Hispanic/ Latino (1,795)	Black or African American (936)	White (1,610)
College, Career and Military Ready	**23.6% #1**	19.2% #2	27.5% #2	27.3% #1
Academic Mastery and Achievement	**23.3% #2**	23.7% #1	**29.1% #1**	19.6% #2
Character, Work Ethic and Integrity	**12.9% #3**	16.5% #3	14.1% #3	9.0% #4
Critical Thinker and Lifelong Learner	**12.3% #4**	7.7% #4	**7.2% #5**	**19.0% #3**
Confident, Resilient and Well	**7.2% #5**	7.5% #5	6.6% #6	8.3% #6
Independent Living Skills	**6.2% #7**	4.7% #7	8.0% #4	6.7% #8
Contributing Citizen and Community Member	**5.3% #8**	2.6% #9	3.0% #8	8.8% #5
Respondents answering	4,157	1,396	797	1,372

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in All Survey Results (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. Tied categories share a rank.

Race and ethnicity: Q3 and Q4

Hispanic/Latino, Black or African American and White respondents beside All Survey Results: % of coded respondents (rank).

Q3 Values / non-negotiables	All Survey Results (5,080)	Hispanic/ Latino (1,795)	Black or African American (936)	White (1,610)
Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	11.5% #2	14.0% #1	18.1% #2
Trust, Support and Retain Educators	**14.4% #2**	**9.0% #4**	**5.4% #9**	**25.2% #1**
Respect and Compassion for All	**10.3% #3**	**15.4% #1**	7.6% #7	7.9% #7
Whole Child Over Scores and Screens	**9.8% #4**	9.0% #5	7.6% #7	11.6% #3
Safe and Orderly Schools	**9.6% #5**	9.9% #3	11.1% #3	9.0% #4
Consult and Partner With Community	**9.4% #6**	8.8% #6	9.7% #5	9.0% #4
Equity and Basic Resources Every Campus	**8.9% #7**	8.2% #7	**12.4% #2**	8.4% #6
High Expectations and Rigor	**6.1% #9**	4.0% #10	**9.9% #4**	6.7% #8
Respondents answering	3,810	1,269	684	1,300

Q4 Keep doing	All Survey Results (5,080)	Hispanic/ Latino (1,795)	Black or African American (936)	White (1,610)
Safety, structure and discipline	**8.5% #1**	11.9% #1	9.4% #1	**4.4% #10**
Counseling, special education, language support	**6.5% #2**	6.8% #2	8.8% #2	5.2% #4
Quality teaching and high expectations	**5.7% #3**	5.3% #5	8.4% #3	**4.6% #9**
Family engagement, communication and listening	**5.6% #4**	5.6% #4	7.9% #4	4.9% #6
District leadership and accountability	**5.2% #5**	5.7% #3	5.6% #6	4.7% #8
Great teachers, supported and trusted	**5.2% #6**	4.0% #8	4.7% #8	**7.1% #1**
Meals, buses and facilities	**5.1% #7**	4.2% #6	6.1% #5	5.8% #3
Advanced academics and career pathways	**5.0% #8**	4.0% #8	4.7% #8	**6.4% #2**
Arts, athletics and extracurriculars	**3.8% #10**	2.5% #10	3.8% #10	**5.2% #4**
Respondents answering	2,925	1,019	568	932

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in All Survey Results (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. Tied categories share a rank.

Race and ethnicity: Q5

Hispanic/Latino, Black or African American and White respondents beside All Survey Results: % of coded respondents (rank).

Q5 Stop doing	All Survey Results (5,080)	Hispanic/ Latino (1,795)	Black or African American (936)	White (1,610)
Scripted lessons and uniform campus mandates	**15.1% #1**	**9.6% #3**	**9.4% #2**	**23.8% #1**
Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	16.4% #1	14.0% #1	9.3% #5
Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	15.4% #2	7.3% #4	9.1% #6
Micromanagement and overloading of teachers	**10.3% #4**	5.6% #8	**3.7% #10**	**17.8% #2**
Screens, AI and packets replacing teaching	**8.7% #5**	7.1% #4	6.8% #5	11.2% #3
Decisions without community or parent voice	**8.4% #6**	6.7% #5	8.2% #3	9.4% #4
Losing teachers, hiring uncertified staff, underpaying	**7.0% #7**	5.8% #6	6.8% #5	8.0% #8
Lowered rigor and neglected basic skills	**5.6% #9**	4.0% #10	6.8% #5	6.6% #9
Respondents answering	3,568	1,220	612	1,200

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in All Survey Results (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). “<5” = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. Tied categories share a rank.

Bases (coded respondents):
All Survey Results 5,080; Hispanic/Latino 1,795; Black or African American 936; White 1,610. Respondents not in the three groups (739) are in All Survey Results but not shown. The next slide lists every category that differs from All Survey Results by 5 points or 5 ranks, and the slide after puts it in words.

Race and ethnicity: where each group departs from All Survey Results

Categories at least five points or five ranks from the All Survey Results share. Blue = higher, red = lower.

Q	Category	All Survey Results (5,080)	Hispanic/Latino (1,795)	Black or African American (936)	White (1,610)
Q1	Critical Thinking and Problem Solving	**12.0% #3**	**6.0% #7**	**6.7% #7**	**20.9% #3**
Q1	Reading	**18.0% #2**	**11.9% #3**	19.4% #2	**24.2% #1**
Q2	Critical Thinker and Lifelong Learner	**12.3% #4**	7.7% #4	**7.2% #5**	**19.0% #3**
Q2	Academic Mastery and Achievement	**23.3% #2**	23.7% #1	**29.1% #1**	19.6% #2
Q3	Trust, Support and Retain Educators	**14.4% #2**	**9.0% #4**	**5.4% #9**	**25.2% #1**
Q3	Respect and Compassion for All	**10.3% #3**	**15.4% #1**	7.6% #7	7.9% #7
Q3	High Expectations and Rigor	**6.1% #9**	4.0% #10	**9.9% #4**	6.7% #8
Q3	Equity and Basic Resources Every Campus	**8.9% #7**	8.2% #7	**12.4% #2**	8.4% #6
Q4	Safety, structure and discipline	**8.5% #1**	11.9% #1	9.4% #1	**4.4% #10**
Q4	Quality teaching and high expectations	**5.7% #3**	5.3% #5	8.4% #3	**4.6% #9**
Q4	Schools of choice and specialised campuses	**2.6% #11**	1.4% #11	1.0% #12	**4.9% #6**
Q4	Great teachers, supported and trusted	**5.2% #6**	4.0% #8	4.7% #8	**7.1% #1**
Q4	Advanced academics and career pathways	**5.0% #8**	4.0% #8	4.7% #8	**6.4% #2**
Q4	Arts, athletics and extracurriculars	**3.8% #10**	2.5% #10	3.8% #10	**5.2% #4**
Q5	Scripted lessons and uniform campus mandates	**15.1% #1**	**9.6% #3**	**9.4% #2**	**23.8% #1**
Q5	Micromanagement and overloading of teachers	**10.3% #4**	5.6% #8	**3.7% #10**	**17.8% #2**

Categories that differ from All Survey Results by at least 5 points or 5 ranks in at least one column. Cells in blue/bold are higher and red/bold lower than All Survey Results; plain cells in the same row do not meet the rule. “<5” cells (fewer than five respondents) are not tested, so a category whose only large gap is in a “<5” cell is not listed. Unranked categories are tested on points only. Within a question, rows run from the largest to the smallest gap in points in any column shown. Shares within a question lie close together (Q4 shares lie between 2.3% and 8.5%), so a gap under 5 points can still move a category five or more ranks. Counts of 5–9 are shown and tested; read them as indicative.

Where each group’s shares are higher or lower than All Survey Results

The previous slide in words: a category is listed when its share is 5 or more points, or its rank 5 or more places, from All Survey Results (points from unrounded shares; each item gives the group’s rank vs the All Survey Results rank).

Hispanic/Latino (any race) — 1,795 coded respondents

Higher by 5 points or more: Respect and Compassion for All (Q3, +5.1, #1 vs #3)

Lower by 5 points or more: Reading (Q1, −6.1, #3 vs #2); Critical Thinking and Problem Solving (Q1, −6.0, #7 vs #3); Trust, Support and Retain Educators (Q3, −5.4, #4 vs #2); Scripted lessons and uniform campus mandates (Q5, −5.5, #3 vs #1)

Higher by 5 or more ranks, under 5 points: none

Lower by 5 or more ranks, under 5 points: none

Black or African American — 936 coded respondents

Higher by 5 points or more: Academic Mastery and Achievement (Q2, +5.8, #1 vs #2)

Lower by 5 points or more: Critical Thinking and Problem Solving (Q1, −5.3, #7 vs #3); Critical Thinker and Lifelong Learner (Q2, −5.1, #5 vs #4); Trust, Support and Retain Educators (Q3, −9.0, #9 vs #2); Micromanagement and overloading of teachers (Q5, −6.6, #10 vs #4); Scripted lessons and uniform campus mandates (Q5, −5.7, #2 vs #1)

Higher by 5 or more ranks, under 5 points: High Expectations and Rigor (Q3, +3.8, #4 vs #9); Equity and Basic Resources Every Campus (Q3, +3.5, #2 vs #7)

Lower by 5 or more ranks, under 5 points: none

White — 1,610 coded respondents

Higher by 5 points or more: Critical Thinking and Problem Solving (Q1, +8.9, #3 vs #3); Reading (Q1, +6.3, #1 vs #2); Critical Thinker and Lifelong Learner (Q2, +6.7, #3 vs #4); Trust, Support and Retain Educators (Q3, +10.7, #1 vs #2); Scripted lessons and uniform campus mandates (Q5, +8.7, #1 vs #1); Micromanagement and overloading of teachers (Q5, +7.4, #2 vs #4)

Lower by 5 points or more: none

Higher by 5 or more ranks, under 5 points: Schools of choice and specialised campuses (Q4, +2.3, #6 vs #11); Great teachers, supported and trusted (Q4, +2.0, #1 vs #6); Advanced academics and career pathways (Q4, +1.4, #2 vs #8); Arts, athletics and extracurriculars (Q4, +1.4, #4 vs #10)

Lower by 5 or more ranks, under 5 points: Safety, structure and discipline (Q4, −4.1, #10 vs #1); Quality teaching and high expectations (Q4, −1.1, #9 vs #3)

Reading these lists. Shares within a question lie close together (Q4 shares of ranked categories lie between 2.3% and 8.5%), so a gap of under 5 points can still move a category five or more ranks; those are listed apart. Group and wave overlap (slide 5): tested again within each wave, 15 of the 17 differences of 5 points or more are again 5 points or more, in the same direction, among Wave 1 respondents and 1 of 17 among Wave 2 respondents. Read these lists with that in view.

Hispanic/Latino respondents by role: Q1 and Q2

Hispanic/Latino (any race): all 1,795 coded respondents, then community (1,329), employees (125) and students (341).

Q1 Know / be able to do	All Survey Results (5,080)	All roles (1,795)	Community (1,329)	Employees (125)	Students (341)
Grade-Level Core Academics	**18.9% #1**	15.0% #1	16.1% #1	22.4% #2	**7.9% #3**
Social-Emotional Skills and Character	**11.7% #4**	13.4% #2	14.1% #2	10.4% #4	11.7% #1
Reading	**18.0% #2**	**11.9% #3**	**11.6% #3**	**34.4% #1**	**4.7% #5**
Life Skills and Financial Literacy	**9.5% #5**	8.9% #4	10.9% #4	*<5*	**3.5% #7**
Communication and Self-Advocacy	**9.5% #6**	8.4% #5	8.3% #5	10.4% #4	8.2% #2
College, Career and Military Readiness	**7.0% #7**	6.9% #6	7.3% #6	4.0% #7	6.2% #4
Critical Thinking and Problem Solving	**12.0% #3**	**6.0% #7**	**6.1% #7**	16.0% #3	**2.1% #8**
Respondents answering	3,872	1,218	962	101	155

Q2 Successful graduate	All Survey Results (5,080)	All roles (1,795)	Community (1,329)	Employees (125)	Students (341)
Academic Mastery and Achievement	**23.3% #2**	23.7% #1	23.7% #1	21.6% #2	24.3% #1
College, Career and Military Ready	**23.6% #1**	19.2% #2	19.3% #2	24.8% #1	**16.7% #3**
Character, Work Ethic and Integrity	**12.9% #3**	16.5% #3	16.3% #3	11.2% #4	**19.1% #2**
Critical Thinker and Lifelong Learner	**12.3% #4**	7.7% #4	7.6% #4	12.0% #3	**6.7% #5**
Confident, Resilient and Well	**7.2% #5**	7.5% #5	6.8% #5	8.0% #6	9.7% #4
Communication and Interpersonal Skills	**6.2% #6**	5.7% #6	5.3% #6	9.6% #5	5.6% #6
Respondents answering	4,157	1,396	1,025	104	267

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. Tied categories share a rank.

Hispanic/Latino respondents by role: Q3 and Q4

Hispanic/Latino (any race): all 1,795 coded respondents, then community (1,329), employees (125) and students (341).

Q3 Values / non-negotiables	All Survey Results (5,080)	All roles (1,795)	Community (1,329)	Employees (125)	Students (341)
Respect and Compassion for All	**10.3% #3**	**15.4% #1**	**17.4% #1**	7.2% #7	10.6% #1
Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	11.5% #2	12.5% #2	12.8% #2	**7.0% #6**
Safe and Orderly Schools	**9.6% #5**	9.9% #3	10.0% #3	7.2% #7	10.3% #2
Trust, Support and Retain Educators	**14.4% #2**	**9.0% #4**	**7.7% #8**	**24.0% #1**	**8.8% #4**
Whole Child Over Scores and Screens	**9.8% #4**	9.0% #5	9.1% #4	9.6% #5	8.2% #5
Consult and Partner With Community	**9.4% #6**	8.8% #6	8.5% #6	11.2% #3	9.1% #3
Equity and Basic Resources Every Campus	**8.9% #7**	8.2% #7	8.7% #5	10.4% #4	5.9% #7
Students First in Every Decision	**5.6% #10**	5.0% #9	4.7% #9	**9.6% #5**	4.4% #10
Respondents answering	3,810	1,269	960	93	216

Q4 Keep doing	All Survey Results (5,080)	All roles (1,795)	Community (1,329)	Employees (125)	Students (341)
Safety, structure and discipline	**8.5% #1**	11.9% #1	11.9% #1	11.2% #1	12.3% #1
Counseling, special education, language support	**6.5% #2**	6.8% #2	7.8% #2	4.8% #4	3.8% #6
District leadership and accountability	**5.2% #5**	5.7% #3	5.6% #4	*<5*	7.0% #2
Family engagement, communication and listening	**5.6% #4**	5.6% #4	6.8% #3	*<5*	**2.1% #9**
Quality teaching and high expectations	**5.7% #3**	5.3% #5	5.6% #4	*<5*	5.3% #4
Meals, buses and facilities	**5.1% #7**	4.2% #6	4.1% #6	4.8% #4	4.7% #5
Positive school culture and belonging	**4.0% #9**	4.1% #7	3.6% #9	*<5*	**6.2% #3**
Great teachers, supported and trusted	**5.2% #6**	4.0% #8	3.9% #7	7.2% #2	2.9% #8
Advanced academics and career pathways	**5.0% #8**	4.0% #8	3.8% #8	**5.6% #3**	3.8% #6
Respondents answering	2,925	1,019	754	70	195

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. Tied categories share a rank.

Hispanic/Latino respondents by role: Q5

Hispanic/Latino (any race): all 1,795 coded respondents, then community (1,329), employees (125) and students (341).

Q5 Stop doing	All Survey Results (5,080)	All roles (1,795)	Community (1,329)	Employees (125)	Students (341)
Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	16.4% #1	16.4% #1	8.8% #4	**19.4% #2**
Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	15.4% #2	8.9% #2	9.6% #3	**42.8% #1**
Scripted lessons and uniform campus mandates	**15.1% #1**	**9.6% #3**	**7.9% #3**	20.0% #1	12.6% #3
Screens, AI and packets replacing teaching	**8.7% #5**	7.1% #4	7.1% #5	8.8% #4	6.5% #4
Decisions without community or parent voice	**8.4% #6**	6.7% #5	7.3% #4	5.6% #10	5.0% #6
Losing teachers, hiring uncertified staff, underpaying	**7.0% #7**	5.8% #6	5.8% #7	6.4% #9	5.9% #5
Micromanagement and overloading of teachers	**10.3% #4**	5.6% #8	**4.5% #8**	**20.0% #1**	**4.7% #7**
Unproven, error-ridden curriculum adoptions	**3.5% #13**	2.2% #13	1.6% #14	**8.8% #4**	2.3% #11
Respondents answering	3,568	1,220	865	92	263

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. Tied categories share a rank.

Bases (coded respondents):
Hispanic/Latino 1,795; community 1,329; employees 125; students 341. Read the employees column as indicative: between 70 and 104 of them answered any one question, and several categories fall under five. Concentration: 120 of the 146 Hispanic/Latino students who named "Cutting lunch, recess, arts and enrichment; rigid schedules" gave Trimble Tech as their feeder pattern (slide 26).

Hispanic/Latino by role: departures from All Survey Results

Categories at least five points or five ranks from the All Survey Results share, for the group as a whole or for any role.

Q	Category	All Survey Results (5,080)	All roles (1,795)	Community (1,329)	Employees (125)	Students (341)
Q1	Reading	**18.0% #2**	**11.9% #3**	**11.6% #3**	**34.4% #1**	**4.7% #5**
Q1	Grade-Level Core Academics	**18.9% #1**	15.0% #1	16.1% #1	22.4% #2	**7.9% #3**
Q1	Critical Thinking and Problem Solving	**12.0% #3**	**6.0% #7**	**6.1% #7**	16.0% #3	**2.1% #8**
Q1	Life Skills and Financial Literacy	**9.5% #5**	8.9% #4	10.9% #4	*<5*	**3.5% #7**
Q2	College, Career and Military Ready	**23.6% #1**	19.2% #2	19.3% #2	24.8% #1	**16.7% #3**
Q2	Character, Work Ethic and Integrity	**12.9% #3**	16.5% #3	16.3% #3	11.2% #4	**19.1% #2**
Q2	Critical Thinker and Lifelong Learner	**12.3% #4**	7.7% #4	7.6% #4	12.0% #3	**6.7% #5**
Q3	Trust, Support and Retain Educators	**14.4% #2**	**9.0% #4**	**7.7% #8**	**24.0% #1**	**8.8% #4**
Q3	Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	11.5% #2	12.5% #2	12.8% #2	**7.0% #6**
Q3	Respect and Compassion for All	**10.3% #3**	**15.4% #1**	**17.4% #1**	7.2% #7	10.6% #1
Q3	Students First in Every Decision	**5.6% #10**	5.0% #9	4.7% #9	**9.6% #5**	4.4% #10
Q4	Nothing working or too early	**6.0%**	6.1%	4.8%	**11.2%**	9.4%
Q4	Family engagement, communication and listening	**5.6% #4**	5.6% #4	6.8% #3	*<5*	**2.1% #9**
Q4	Positive school culture and belonging	**4.0% #9**	4.1% #7	3.6% #9	*<5*	**6.2% #3**
Q4	Advanced academics and career pathways	**5.0% #8**	4.0% #8	3.8% #8	**5.6% #3**	3.8% #6
Q5	Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	15.4% #2	8.9% #2	9.6% #3	**42.8% #1**
Q5	Micromanagement and overloading of teachers	**10.3% #4**	5.6% #8	**4.5% #8**	**20.0% #1**	**4.7% #7**
Q5	Scripted lessons and uniform campus mandates	**15.1% #1**	**9.6% #3**	**7.9% #3**	20.0% #1	12.6% #3
Q5	Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	16.4% #1	16.4% #1	8.8% #4	**19.4% #2**
Q5	Unproven, error-ridden curriculum adoptions	**3.5% #13**	2.2% #13	1.6% #14	**8.8% #4**	2.3% #11

Categories that differ from All Survey Results by at least 5 points or 5 ranks in at least one column. Cells in blue/bold are higher and red/bold lower than All Survey Results; plain cells in the same row do not meet the rule. “<5” cells (fewer than five respondents) are not tested, so a category whose only large gap is in a “<5” cell is not listed. Unranked categories are tested on points only. Within a question, rows run from the largest to the smallest gap in points in any column shown. Shares within a question lie close together (Q4 shares lie between 2.3% and 8.5%), so a gap under 5 points can still move a category five or more ranks. Counts of 5–9 are shown and tested; read them as indicative. Hispanic/Latino students, Q5 “Cutting lunch…”: 120 of the 146 who named it gave Trimble Tech as their feeder pattern (slide 26).

Black or African American respondents by role: Q1 and Q2

Black or African American (did not say Hispanic/Latino): all 936 coded respondents, then community (767), employees (74) and students (95).

Q1 Know / be able to do	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Grade-Level Core Academics	**18.9% #1**	20.7% #1	20.6% #1	20.3% #2	22.1% #1
Reading	**18.0% #2**	19.4% #2	19.8% #2	**24.3% #1**	**12.6% #2**
Social-Emotional Skills and Character	**11.7% #4**	12.0% #3	12.1% #3	10.8% #6	11.6% #4
Life Skills and Financial Literacy	**9.5% #5**	11.0% #4	11.1% #4	**14.9% #4**	7.4% #6
Communication and Self-Advocacy	**9.5% #6**	9.8% #5	8.9% #6	**16.2% #3**	12.6% #2
College, Career and Military Readiness	**7.0% #7**	9.8% #5	10.8% #5	6.8% #8	*<5*
Critical Thinking and Problem Solving	**12.0% #3**	**6.7% #7**	**5.9% #8**	13.5% #5	8.4% #5
Respondents answering	3,872	745	616	60	69

Q2 Successful graduate	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Academic Mastery and Achievement	**23.3% #2**	**29.1% #1**	**28.7% #1**	25.7% #1	**34.7% #1**
College, Career and Military Ready	**23.6% #1**	27.5% #2	28.4% #2	23.0% #2	23.2% #2
Character, Work Ethic and Integrity	**12.9% #3**	14.1% #3	14.5% #3	**6.8% #7**	16.8% #3
Independent Living Skills	**6.2% #7**	8.0% #4	7.8% #4	10.8% #4	7.4% #6
Critical Thinker and Lifelong Learner	**12.3% #4**	**7.2% #5**	**6.5% #5**	12.2% #3	8.4% #4
Confident, Resilient and Well	**7.2% #5**	6.6% #6	6.3% #6	8.1% #6	8.4% #4
Communication and Interpersonal Skills	**6.2% #6**	5.3% #7	4.7% #7	9.5% #5	7.4% #6
Respondents answering	4,157	797	653	61	83

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. † = fewer than 100 coded respondents: one respondent moves a share by more than one point. Tied categories share a rank.

Black or African American respondents by role: Q3 and Q4

Black or African American (did not say Hispanic/Latino): all 936 coded respondents, then community (767), employees (74) and students (95).

Q3 Values / non-negotiables	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	14.0% #1	14.0% #1	**21.6% #1**	**8.4% #5**
Equity and Basic Resources Every Campus	**8.9% #7**	**12.4% #2**	**12.1% #2**	**18.9% #2**	**9.5% #2**
Safe and Orderly Schools	**9.6% #5**	11.1% #3	10.4% #3	8.1% #8	**18.9% #1**
High Expectations and Rigor	**6.1% #9**	**9.9% #4**	**10.0% #4**	9.5% #7	**9.5% #2**
Consult and Partner With Community	**9.4% #6**	9.7% #5	9.1% #5	**16.2% #3**	9.5% #2
Students First in Every Decision	**5.6% #10**	8.1% #6	8.3% #6	**12.2% #5**	*<5*
Whole Child Over Scores and Screens	**9.8% #4**	7.6% #7	7.8% #7	10.8% #6	*<5*
Respect and Compassion for All	**10.3% #3**	7.6% #7	7.8% #7	*<5*	7.4% #6
Trust, Support and Retain Educators	**14.4% #2**	**5.4% #9**	**4.6% #10**	16.2% #3	*<5*
Respondents answering	3,810	684	554	61	69

Q4 Keep doing	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Safety, structure and discipline	**8.5% #1**	9.4% #1	8.3% #2	**13.5% #1**	**14.7% #1**
Counseling, special education, language support	**6.5% #2**	8.8% #2	7.8% #3	**13.5% #1**	**12.6% #3**
Quality teaching and high expectations	**5.7% #3**	8.4% #3	8.7% #1	*<5*	8.4% #4
Family engagement, communication and listening	**5.6% #4**	7.9% #4	7.4% #4	*<5*	**13.7% #2**
Meals, buses and facilities	**5.1% #7**	6.1% #5	6.4% #5	8.1% #3	*<5*
District leadership and accountability	**5.2% #5**	5.6% #6	5.5% #6	8.1% #3	*<5*
Great teachers, supported and trusted	**5.2% #6**	4.7% #8	4.4% #9	6.8% #5	5.3% #6
Arts, athletics and extracurriculars	**3.8% #10**	3.8% #10	3.7% #10	*<5*	**6.3% #5**
Respondents answering	2,925	568	455	48	65

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. † = fewer than 100 coded respondents: one respondent moves a share by more than one point. Tied categories share a rank.

Black or African American respondents by role: Q5

Black or African American (did not say Hispanic/Latino): all 936 coded respondents, then community (767), employees (74) and students (95).

Q5 Stop doing	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	14.0% #1	13.6% #1	16.2% #2	15.8% #2
Scripted lessons and uniform campus mandates	**15.1% #1**	**9.4% #2**	**8.3% #2**	**23.0% #1**	**7.4% #5**
Decisions without community or parent voice	**8.4% #6**	8.2% #3	7.4% #4	**14.9% #3**	9.5% #3
Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	7.3% #4	**5.0% #9**	14.9% #3	**20.0% #1**
Screens, AI and packets replacing teaching	**8.7% #5**	6.8% #5	6.9% #7	8.1% #8	5.3% #7
Lowered rigor and neglected basic skills	**5.6% #9**	6.8% #5	7.2% #6	*<5*	7.4% #5
Losing teachers, hiring uncertified staff, underpaying	**7.0% #7**	6.8% #5	7.3% #5	6.8% #9	*<5*
Closures, program cuts, campus inequity and poor daily operations	**5.5% #10**	6.4% #8	**7.7% #3**	*<5*	*<5*
Micromanagement and overloading of teachers	**10.3% #4**	**3.7% #10**	**2.2% #12**	13.5% #5	8.4% #4
Respondents answering	3,568	612	486	57	69

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. † = fewer than 100 coded respondents: one respondent moves a share by more than one point. Tied categories share a rank.

Bases (coded respondents):
Black or African American 936; community 767; employees 74; students 95. Read the employees and students columns as indicative: between 48 and 83 of them answered any one question, and several categories fall under five.

Black or African American by role: departures from All Survey Results

(1 of 2) Categories at least five points or five ranks from the All Survey Results share, for the group as a whole or for any role.

Q	Category	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Q1	Communication and Self-Advocacy	**9.5% #6**	9.8% #5	8.9% #6	**16.2% #3**	12.6% #2
Q1	Reading	**18.0% #2**	19.4% #2	19.8% #2	**24.3% #1**	**12.6% #2**
Q1	Critical Thinking and Problem Solving	**12.0% #3**	**6.7% #7**	**5.9% #8**	13.5% #5	8.4% #5
Q1	Life Skills and Financial Literacy	**9.5% #5**	11.0% #4	11.1% #4	**14.9% #4**	7.4% #6
Q2	Academic Mastery and Achievement	**23.3% #2**	**29.1% #1**	**28.7% #1**	25.7% #1	**34.7% #1**
Q2	Character, Work Ethic and Integrity	**12.9% #3**	14.1% #3	14.5% #3	**6.8% #7**	16.8% #3
Q2	Critical Thinker and Lifelong Learner	**12.3% #4**	**7.2% #5**	**6.5% #5**	12.2% #3	8.4% #4
Q3	Trust, Support and Retain Educators	**14.4% #2**	**5.4% #9**	**4.6% #10**	16.2% #3	*<5*
Q3	Equity and Basic Resources Every Campus	**8.9% #7**	**12.4% #2**	**12.1% #2**	**18.9% #2**	**9.5% #2**
Q3	Safe and Orderly Schools	**9.6% #5**	11.1% #3	10.4% #3	8.1% #8	**18.9% #1**
Q3	Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	14.0% #1	14.0% #1	**21.6% #1**	**8.4% #5**
Q3	Consult and Partner With Community	**9.4% #6**	9.7% #5	9.1% #5	**16.2% #3**	9.5% #2
Q3	Students First in Every Decision	**5.6% #10**	8.1% #6	8.3% #6	**12.2% #5**	*<5*
Q3	High Expectations and Rigor	**6.1% #9**	**9.9% #4**	**10.0% #4**	9.5% #7	**9.5% #2**
Q3	Protect Programs and Neighborhood Schools	**3.6% #12**	2.7% #12	2.3% #12	*<5*	**5.3% #7**

Categories that differ from All Survey Results by at least 5 points or 5 ranks in at least one column. Cells in blue/bold are higher and red/bold lower than All Survey Results; plain cells in the same row do not meet the rule. “<5” cells (fewer than five respondents) are not tested, so a category whose only large gap is in a “<5” cell is not listed. Unranked categories are tested on points only. † = fewer than 100 coded respondents. Within a question, rows run from the largest to the smallest gap in points in any column shown. Shares within a question lie close together (Q4 shares lie between 2.3% and 8.5%), so a gap under 5 points can still move a category five or more ranks. Counts of 5–9 are shown and tested; read them as indicative.

Black or African American by role: departures from All Survey Results

(2 of 2) Categories at least five points or five ranks from the All Survey Results share, for the group as a whole or for any role.

Q	Category	All Survey Results (5,080)	All roles (936)	Community (767)	Employees (74) †	Students (95) †
Q4	Family engagement, communication and listening	**5.6% #4**	7.9% #4	7.4% #4	*<5*	**13.7% #2**
Q4	Counseling, special education, language support	**6.5% #2**	8.8% #2	7.8% #3	**13.5% #1**	**12.6% #3**
Q4	Safety, structure and discipline	**8.5% #1**	9.4% #1	8.3% #2	**13.5% #1**	**14.7% #1**
Q4	Arts, athletics and extracurriculars	**3.8% #10**	3.8% #10	3.7% #10	*<5*	**6.3% #5**
Q5	Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	7.3% #4	**5.0% #9**	14.9% #3	**20.0% #1**
Q5	Micromanagement and overloading of teachers	**10.3% #4**	**3.7% #10**	**2.2% #12**	13.5% #5	8.4% #4
Q5	Scripted lessons and uniform campus mandates	**15.1% #1**	**9.4% #2**	**8.3% #2**	**23.0% #1**	**7.4% #5**
Q5	Decisions without community or parent voice	**8.4% #6**	8.2% #3	7.4% #4	**14.9% #3**	9.5% #3
Q5	Closures, program cuts, campus inequity and poor daily operations	**5.5% #10**	6.4% #8	**7.7% #3**	*<5*	*<5*
Q5	Leadership by fear and disrespect	**4.3% #11**	2.0% #12	1.2% #14	**9.5% #6**	*<5*

Categories that differ from All Survey Results by at least 5 points or 5 ranks in at least one column. Cells in blue/bold are higher and red/bold lower than All Survey Results; plain cells in the same row do not meet the rule. “<5” cells (fewer than five respondents) are not tested, so a category whose only large gap is in a “<5” cell is not listed. Unranked categories are tested on points only. † = fewer than 100 coded respondents. Within a question, rows run from the largest to the smallest gap in points in any column shown. Shares within a question lie close together (Q4 shares lie between 2.3% and 8.5%), so a gap under 5 points can still move a category five or more ranks. Counts of 5–9 are shown and tested; read them as indicative.

White respondents by role: Q1 and Q2

White (did not say Hispanic/Latino): all 1,610 coded respondents, then community (1,337), employees (204) and students (69).

Q1 Know / be able to do	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Reading	**18.0% #2**	**24.2% #1**	**23.7% #1**	**31.4% #1**	13.0% #2
Grade-Level Core Academics	**18.9% #1**	21.6% #2	22.1% #2	20.6% #2	14.5% #1
Critical Thinking and Problem Solving	**12.0% #3**	**20.9% #3**	**21.8% #3**	**17.6% #3**	13.0% #2
Communication and Self-Advocacy	**9.5% #6**	11.1% #4	11.4% #4	9.8% #4	10.1% #4
Life Skills and Financial Literacy	**9.5% #5**	9.8% #5	10.5% #5	6.4% #8	7.2% #6
Social-Emotional Skills and Character	**11.7% #4**	9.1% #6	9.1% #6	9.8% #4	*<5*
Science, Arts, Languages and Technology	**5.2% #9**	5.0% #10	4.9% #10	3.9% #10	**10.1% #4**
Respondents answering	3,872	1,351	1,127	178	46

Q2 Successful graduate	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
College, Career and Military Ready	**23.6% #1**	27.3% #1	27.7% #1	25.5% #1	24.6% #1
Academic Mastery and Achievement	**23.3% #2**	19.6% #2	20.2% #2	**17.2% #2**	**15.9% #2**
Critical Thinker and Lifelong Learner	**12.3% #4**	**19.0% #3**	**19.7% #3**	16.2% #3	13.0% #3
Character, Work Ethic and Integrity	**12.9% #3**	9.0% #4	9.5% #4	**4.9% #9**	11.6% #4
Contributing Citizen and Community Member	**5.3% #8**	8.8% #5	8.5% #6	**11.8% #4**	*<5*
Confident, Resilient and Well	**7.2% #5**	8.3% #6	8.8% #5	6.4% #6	*<5*
Communication and Interpersonal Skills	**6.2% #6**	7.3% #7	7.5% #7	5.4% #8	10.1% #5
Independent Living Skills	**6.2% #7**	6.7% #8	6.5% #8	8.3% #5	*<5*
Respondents answering	4,157	1,372	1,155	161	56

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. † = fewer than 100 coded respondents: one respondent moves a share by more than one point. Tied categories share a rank.

White respondents by role: Q3 and Q4

White (did not say Hispanic/Latino): all 1,610 coded respondents, then community (1,337), employees (204) and students (69).

Q3 Values / non-negotiables	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Trust, Support and Retain Educators	**14.4% #2**	**25.2% #1**	**23.8% #1**	**34.3% #1**	**24.6% #1**
Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	18.1% #2	19.1% #2	13.2% #3	13.0% #3
Whole Child Over Scores and Screens	**9.8% #4**	11.6% #3	11.0% #3	14.7% #2	14.5% #2
Consult and Partner With Community	**9.4% #6**	9.0% #4	8.5% #6	11.3% #4	11.6% #4
Safe and Orderly Schools	**9.6% #5**	9.0% #4	9.8% #4	**2.9% #11**	11.6% #4
Equity and Basic Resources Every Campus	**8.9% #7**	8.4% #6	9.1% #5	5.9% #6	*<5*
Respect and Compassion for All	**10.3% #3**	7.9% #7	8.3% #7	5.9% #6	*<5*
Special Education and Learning Differences	**4.5% #11**	6.0% #10	5.8% #11	**8.8% #5**	*<5*
Respondents answering	3,810	1,300	1,083	163	54

Q4 Keep doing	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Great teachers, supported and trusted	**5.2% #6**	**7.1% #1**	**7.3% #1**	3.4% #10	**14.5% #1**
Advanced academics and career pathways	**5.0% #8**	**6.4% #2**	**6.7% #2**	3.4% #10	**10.1% #3**
Meals, buses and facilities	**5.1% #7**	5.8% #3	5.4% #3	**8.8% #2**	*<5*
Counseling, special education, language support	**6.5% #2**	5.2% #4	5.1% #5	7.4% #3	*<5*
Arts, athletics and extracurriculars	**3.8% #10**	**5.2% #4**	**5.2% #4**	**6.9% #4**	*<5*
Family engagement, communication and listening	**5.6% #4**	4.9% #6	4.8% #8	**2.9% #12**	**13.0% #2**
District leadership and accountability	**5.2% #5**	4.7% #8	4.9% #7	4.4% #9	*<5*
Quality teaching and high expectations	**5.7% #3**	**4.6% #9**	**3.5% #13**	**11.3% #1**	*<5*
Safety, structure and discipline	**8.5% #1**	**4.4% #10**	**4.1% #9**	5.9% #5	*<5*
Strong campuses and campus leadership	**2.3% #13**	4.0% #11	3.8% #11	**5.9% #5**	*<5*
Respondents answering	2,925	932	750	137	45

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. † = fewer than 100 coded respondents: one respondent moves a share by more than one point. Tied categories share a rank.

White respondents by role: Q5

White (did not say Hispanic/Latino): all 1,610 coded respondents, then community (1,337), employees (204) and students (69).

Q5 Stop doing	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Scripted lessons and uniform campus mandates	**15.1% #1**	**23.8% #1**	**22.4% #1**	**32.8% #1**	**23.2% #1**
Micromanagement and overloading of teachers	**10.3% #4**	**17.8% #2**	**16.2% #2**	**28.4% #2**	**17.4% #2**
Screens, AI and packets replacing teaching	**8.7% #5**	11.2% #3	11.4% #3	10.3% #5	8.7% #7
Decisions without community or parent voice	**8.4% #6**	9.4% #4	9.3% #4	8.3% #8	13.0% #5
Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	9.3% #5	9.3% #4	**6.4% #10**	15.9% #3
Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	9.1% #6	**8.9% #8**	**7.8% #9**	15.9% #3
Testing overemphasis and daily assessments	**6.7% #8**	9.1% #6	9.0% #6	11.3% #4	*<5*
Leadership by fear and disrespect	**4.3% #11**	6.6% #9	5.8% #11	**11.8% #3**	7.2% #8
Respondents answering	3,568	1,200	980	167	53

How to read the tables. Each cell is the % of coded respondents in that column who named the category at least once, with its rank within the question. Rows are every category in the top five of any column shown, including All Survey Results (counting only cells of five or more respondents), in rank order in the group's all-roles column (unranked categories last). **Blue** / **red** = at least 5 points or 5 ranks above / below All Survey Results (computed from unrounded shares). "<5" = fewer than five respondents (suppressed; not tested against the rule); counts of 5–9 are shown and tested, so read them as indicative. † = fewer than 100 coded respondents: one respondent moves a share by more than one point. Tied categories share a rank.

Bases (coded respondents):
White 1,610; community 1,337; employees 204; students 69. Read the students column as indicative: between 45 and 56 of them answered any one question, and several categories fall under five.

White by role: departures from All Survey Results

(1 of 2) Categories at least five points or five ranks from the All Survey Results share, for the group as a whole or for any role.

Q	Category	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Q1	Reading	**18.0% #2**	**24.2% #1**	**23.7% #1**	**31.4% #1**	13.0% #2
Q1	Critical Thinking and Problem Solving	**12.0% #3**	**20.9% #3**	**21.8% #3**	**17.6% #3**	13.0% #2
Q1	Science, Arts, Languages and Technology	**5.2% #9**	5.0% #10	4.9% #10	3.9% #10	**10.1% #4**
Q2	Character, Work Ethic and Integrity	**12.9% #3**	9.0% #4	9.5% #4	**4.9% #9**	11.6% #4
Q2	Critical Thinker and Lifelong Learner	**12.3% #4**	**19.0% #3**	**19.7% #3**	16.2% #3	13.0% #3
Q2	Academic Mastery and Achievement	**23.3% #2**	19.6% #2	20.2% #2	**17.2% #2**	**15.9% #2**
Q2	Contributing Citizen and Community Member	**5.3% #8**	8.8% #5	8.5% #6	**11.8% #4**	*<5*
Q2	Well-Rounded Experiences and Interests	**3.2% #9**	4.3% #9	3.9% #9	5.9% #7	**8.7% #6**
Q3	Trust, Support and Retain Educators	**14.4% #2**	**25.2% #1**	**23.8% #1**	**34.3% #1**	**24.6% #1**
Q3	Safe and Orderly Schools	**9.6% #5**	9.0% #4	9.8% #4	**2.9% #11**	11.6% #4
Q3	Faith, Tradition and Parental Authority	**2.8% #14**	2.5% #14	2.6% #14	*<5*	**7.2% #6**
Q3	Special Education and Learning Differences	**4.5% #11**	6.0% #10	5.8% #11	**8.8% #5**	*<5*
Q3	Protect Programs and Neighborhood Schools	**3.6% #12**	5.3% #12	5.2% #13	**5.9% #6**	*<5*

Categories that differ from All Survey Results by at least 5 points or 5 ranks in at least one column. Cells in blue/bold are higher and red/bold lower than All Survey Results; plain cells in the same row do not meet the rule. “<5” cells (fewer than five respondents) are not tested, so a category whose only large gap is in a “<5” cell is not listed. Unranked categories are tested on points only. † = fewer than 100 coded respondents. Within a question, rows run from the largest to the smallest gap in points in any column shown. Shares within a question lie close together (Q4 shares lie between 2.3% and 8.5%), so a gap under 5 points can still move a category five or more ranks. Counts of 5–9 are shown and tested; read them as indicative.

White by role: departures from All Survey Results

(2 of 2) Categories at least five points or five ranks from the All Survey Results share, for the group as a whole or for any role.

Q	Category	All Survey Results (5,080)	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Q4	Great teachers, supported and trusted	**5.2% #6**	**7.1% #1**	**7.3% #1**	3.4% #10	**14.5% #1**
Q4	Family engagement, communication and listening	**5.6% #4**	4.9% #6	4.8% #8	**2.9% #12**	**13.0% #2**
Q4	Quality teaching and high expectations	**5.7% #3**	**4.6% #9**	**3.5% #13**	**11.3% #1**	*<5*
Q4	Advanced academics and career pathways	**5.0% #8**	**6.4% #2**	**6.7% #2**	3.4% #10	**10.1% #3**
Q4	Safety, structure and discipline	**8.5% #1**	**4.4% #10**	**4.1% #9**	5.9% #5	*<5*
Q4	Arts, athletics and extracurriculars	**3.8% #10**	**5.2% #4**	**5.2% #4**	**6.9% #4**	*<5*
Q4	Meals, buses and facilities	**5.1% #7**	5.8% #3	5.4% #3	**8.8% #2**	*<5*
Q4	Strong campuses and campus leadership	**2.3% #13**	4.0% #11	3.8% #11	**5.9% #5**	*<5*
Q4	Schools of choice and specialised campuses	**2.6% #11**	**4.9% #6**	**4.9% #6**	4.9% #7	*<5*
Q5	Micromanagement and overloading of teachers	**10.3% #4**	**17.8% #2**	**16.2% #2**	**28.4% #2**	**17.4% #2**
Q5	Scripted lessons and uniform campus mandates	**15.1% #1**	**23.8% #1**	**22.4% #1**	**32.8% #1**	**23.2% #1**
Q5	Leadership by fear and disrespect	**4.3% #11**	6.6% #9	5.8% #11	**11.8% #3**	7.2% #8
Q5	Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	9.3% #5	9.3% #4	**6.4% #10**	15.9% #3
Q5	Unproven, error-ridden curriculum adoptions	**3.5% #13**	5.5% #11	5.1% #12	**9.8% #6**	*<5*
Q5	Under-serving special education, bilingual and student supports	**3.8% #12**	4.2% #14	3.7% #14	**8.8% #7**	*<5*
Q5	Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	9.1% #6	**8.9% #8**	**7.8% #9**	15.9% #3

Categories that differ from All Survey Results by at least 5 points or 5 ranks in at least one column. Cells in blue/bold are higher and red/bold lower than All Survey Results; plain cells in the same row do not meet the rule. "<5" cells (fewer than five respondents) are not tested, so a category whose only large gap is in a "<5" cell is not listed. Unranked categories are tested on points only. † = fewer than 100 coded respondents. Within a question, rows run from the largest to the smallest gap in points in any column shown. Shares within a question lie close together (Q4 shares lie between 2.3% and 8.5%), so a gap under 5 points can still move a category five or more ranks. Counts of 5–9 are shown and tested; read them as indicative.

What this can and cannot say (1 of 2): the groups and the data

Read with slides 2–3 and 32.

Small groups. Three of the nine group × role cells have fewer than 100 coded respondents (Black or African American employees, 74; Black or African American students, 95; White students, 69). In groups of 69–95 coded respondents, one respondent is 1.1–1.4 points of share, ranks tie often, and a ranking can change with a handful of people. Treat these cells as indicative.

Where respondents were reached. The three race / ethnicity groups were reached in different proportions online and on paper, at different sites, in different languages and in different waves (slide 5): 54.2% of Hispanic/Latino, 25.7% of Black or African American and 81.1% of White coded respondents answered in Wave 1. Tested again within each wave (each group against All Survey Results respondents from the same wave), 15 of the 17 group differences of 5 points or more are again 5 points or more, in the same direction, among Wave 1 respondents, and 1 of the 17 among Wave 2 respondents. The cuts here do not separate those differences from differences in what each group said. Paper answers were transcribed with an AI vision model and Spanish answers were translated before coding.

Roles. Exclusive and ordered (employee, student, community). An employee who is also a parent or alum appears only as an employee; a student who is also a parent appears only as a student. Community includes respondents who checked no connection or only “prefer not to answer”.

Race and ethnicity. Self-reported on two survey questions and grouped as described on slide 2. All other races and respondents with no usable race or ethnicity answer are not shown. Group labels follow the survey’s own wording. 54 of the 936 Black or African American and 54 of the 1,610 White coded respondents did not answer “No” to the Hispanic/Latino question (blank or prefer not to answer).

Nature of the data. Unweighted, self-selected responses; not a sample of the district’s families, students or staff. Results describe the volunteers in each group, not all Hispanic/Latino, Black or African American or White families, students or staff; the groups’ shares of respondents differ from their shares of FWISD students (slide 4). No significance tests are run. A share is not a priority and not a measure of how many people in a group hold a view.

What this can and cannot say (2 of 2): the comparisons

Read with slides 2–3 and 32.

Comparison base. Each column is compared with All Survey Results, which includes that column's own respondents; the larger the group, the more it is compared with itself, and a comparison with "everyone else" would show larger differences in points. Role columns are compared with All Survey Results (all roles), not with other respondents in the same role: 29 of the 78 colored employee and student cells are also flagged in the same direction for all employees or all students (Survey Results deck, slides 22–23); for those cells the role and the race / ethnicity group cannot be told apart.

Material is a screening rule. 5 points or 5 ranks is a fixed screening rule, not a test of statistical significance or of importance. Shares within a question lie close together (Q4 shares of ranked categories lie between 2.3% and 8.5%), so a gap of under 5 points can move a category five or more ranks; slide 10 lists those separately.

Who answered each question. Shares are of coded respondents. Groups differ in how many answered each question (for example 45% of Hispanic/Latino students answered Q1, against 76% of all coded respondents), so a lower share can mean fewer answered rather than fewer named the category.

Suppression. Counts under five are shown as "<5" and are not tested against the 5-point / 5-rank rule. Because group totals and neighboring columns are printed, some "<5" counts can be worked out; the rule keeps very small cells out of the comparisons and is not a privacy safeguard. 111 figures in the race and role columns rest on 5–9 respondents; they are shown and tested, and a threshold of ten would hide them.

Concentration. Some cells are dominated by respondents from one feeder pattern (a high school together with the elementary and middle schools that feed it): 120 of the 146 Hispanic/Latino students who named "Cutting lunch, recess, arts and enrichment; rigid schedules" on Q5 gave Trimble Tech as their feeder pattern; so did 137 of all 341 Hispanic/Latino students. Results are not broken down by feeder pattern in this deck; feeder patterns for all respondents are in the Survey Results deck, slide 9.

Scope. Survey only (listening-session entries carry no respondent demographics). Descriptive: no explanation for any difference is offered and no recommendation is made. The 274 Google Form responses (6–25 October 2026, received 8 November 2026) are included (sources on slide 32); responses received after 9 November 2026 are not. The Survey Results deck for Waves 1 and 2 dated 9 November 2026 uses the same base as this supplement.

Appendix — Q1 Know / be able to do: every category, every group

% of coded respondents who named the category (rank). Bold blue/red = 5+ points or 5+ ranks above/below All Survey Results. "<5" = fewer than five. † = under 100 coded.

Category	All Survey Results (5,080)	Hispanic/Latino				Black or African American				White			
		All roles (1,795)	Community (1,329)	Employees (125)	Students (341)	All roles (936)	Community (767)	Employees (74) †	Students (95) †	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Grade-Level Core Academics	**18.9% #1**	15.0% #1	16.1% #1	22.4% #2	**7.9% #3**	20.7% #1	20.6% #1	20.3% #2	22.1% #1	21.6% #2	22.1% #2	20.6% #2	14.5% #1
Reading	**18.0% #2**	**11.9% #3**	**11.6% #3**	**34.4% #1**	**4.7% #5**	19.4% #2	19.8% #2	**24.3% #1**	**12.6% #2**	**24.2% #1**	**23.7% #1**	**31.4% #1**	13.0% #2
Critical Thinking and Problem Solving	**12.0% #3**	**6.0% #7**	**6.1% #7**	16.0% #3	**2.1% #8**	**6.7% #7**	**5.9% #8**	13.5% #5	8.4% #5	**20.9% #3**	**21.8% #3**	**17.6% #3**	13.0% #2
Social-Emotional Skills and Character	**11.7% #4**	13.4% #2	14.1% #2	10.4% #4	11.7% #1	12.0% #3	12.1% #3	10.8% #6	11.6% #4	9.1% #6	9.1% #6	9.8% #4	*<5*
Life Skills and Financial Literacy	**9.5% #5**	8.9% #4	10.9% #4	*<5*	**3.5% #7**	11.0% #4	11.1% #4	**14.9% #4**	7.4% #6	9.8% #5	10.5% #5	6.4% #8	7.2% #6
Communication and Self-Advocacy	**9.5% #6**	8.4% #5	8.3% #5	10.4% #4	8.2% #2	9.8% #5	8.9% #6	**16.2% #3**	12.6% #2	11.1% #4	11.4% #4	9.8% #4	10.1% #4
College, Career and Military Readiness	**7.0% #7**	6.9% #6	7.3% #6	4.0% #7	6.2% #4	9.8% #5	10.8% #5	6.8% #8	*<5*	6.0% #8	5.8% #8	6.9% #7	7.2% #6
Math	**6.3% #8**	4.4% #9	4.8% #9	6.4% #6	2.1% #8	6.5% #8	6.3% #7	8.1% #7	7.4% #6	8.2% #7	8.3% #7	7.8% #6	7.2% #6
Science, Arts, Languages and Technology	**5.2% #9**	5.5% #8	6.1% #7	*<5*	4.4% #6	5.7% #9	5.5% #9	*<5*	7.4% #6	5.0% #10	4.9% #10	3.9% #10	**10.1% #4**
Civics, History and Citizenship	**4.6% #10**	3.2% #10	3.5% #10	*<5*	2.1% #8	5.2% #10	5.5% #9	*<5*	*<5*	5.6% #9	5.6% #9	6.4% #8	*<5*
Respondents answering this question	3,872	1,218	962	101	155	745	616	60	69	1,351	1,127	178	46

Appendix — Q2 Successful graduate: every category, every group

% of coded respondents who named the category (rank). Bold blue/red = 5+ points or 5+ ranks above/below All Survey Results. "<5" = fewer than five. † = under 100 coded.

Category	All Survey Results (5,080)	Hispanic/Latino				Black or African American				White			
		All roles (1,795)	Community (1,329)	Employees (125)	Students (341)	All roles (936)	Community (767)	Employees (74) †	Students (95) †	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
College, Career and Military Ready	**23.6% #1**	19.2% #2	19.3% #2	24.8% #1	**16.7% #3**	27.5% #2	28.4% #2	23.0% #2	23.2% #2	27.3% #1	27.7% #1	25.5% #1	24.6% #1
Academic Mastery and Achievement	**23.3% #2**	23.7% #1	23.7% #1	21.6% #2	24.3% #1	**29.1% #1**	**28.7% #1**	25.7% #1	**34.7% #1**	19.6% #2	20.2% #2	**17.2% #2**	**15.9% #2**
Character, Work Ethic and Integrity	**12.9% #3**	16.5% #3	16.3% #3	11.2% #4	**19.1% #2**	14.1% #3	14.5% #3	**6.8% #7**	16.8% #3	9.0% #4	9.5% #4	**4.9% #9**	11.6% #4
Critical Thinker and Lifelong Learner	**12.3% #4**	7.7% #4	7.6% #4	12.0% #3	**6.7% #5**	**7.2% #5**	**6.5% #5**	12.2% #3	8.4% #4	**19.0% #3**	**19.7% #3**	16.2% #3	13.0% #3
Confident, Resilient and Well	**7.2% #5**	7.5% #5	6.8% #5	8.0% #6	9.7% #4	6.6% #6	6.3% #6	8.1% #6	8.4% #4	8.3% #6	8.8% #5	6.4% #6	*<5*
Communication and Interpersonal Skills	**6.2% #6**	5.7% #6	5.3% #6	9.6% #5	5.6% #6	5.3% #7	4.7% #7	9.5% #5	7.4% #6	7.3% #7	7.5% #7	5.4% #8	10.1% #5
Independent Living Skills	**6.2% #7**	4.7% #7	5.0% #7	4.0% #8	4.1% #7	8.0% #4	7.8% #4	10.8% #4	7.4% #6	6.7% #8	6.5% #8	8.3% #5	*<5*
Contributing Citizen and Community Member	**5.3% #8**	2.6% #9	2.6% #9	6.4% #7	*<5*	3.0% #8	2.6% #9	6.8% #7	*<5*	8.8% #5	8.5% #6	**11.8% #4**	*<5*
Well-Rounded Experiences and Interests	**3.2% #9**	2.6% #8	2.6% #8	*<5*	2.9% #8	2.4% #9	2.7% #8	*<5*	*<5*	4.3% #9	3.9% #9	5.9% #7	**8.7% #6**
Success Defined by Own Goals	**2.0% #10**	2.2% #10	2.3% #10	*<5*	2.6% #9	1.8% #10	1.6% #10	*<5*	*<5*	1.7% #10	2.0% #10	*<5*	*<5*
Respondents answering this question	4,157	1,396	1,025	104	267	797	653	61	83	1,372	1,155	161	56

Appendix — Q3 Values / non-negotiables: every category, every group

% of coded respondents who named the category (rank). Bold blue/red = 5+ points or 5+ ranks above/below All Survey Results. "<5" = fewer than five. † = under 100 coded.

Category	All Survey Results (5,080)	Hispanic/Latino				Black or African American				White			
		All roles (1,795)	Community (1,329)	Employees (125)	Students (341)	All roles (936)	Community (767)	Employees (74) †	Students (95) †	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Honest, Transparent, Evidence-Based Leadership	**14.6% #1**	11.5% #2	12.5% #2	12.8% #2	**7.0% #6**	14.0% #1	14.0% #1	**21.6% #1**	**8.4% #5**	18.1% #2	19.1% #2	13.2% #3	13.0% #3
Trust, Support and Retain Educators	**14.4% #2**	**9.0% #4**	**7.7% #8**	**24.0% #1**	**8.8% #4**	**5.4% #9**	**4.6% #10**	16.2% #3	*<5*	**25.2% #1**	**23.8% #1**	**34.3% #1**	**24.6% #1**
Respect and Compassion for All	**10.3% #3**	**15.4% #1**	**17.4% #1**	7.2% #7	10.6% #1	7.6% #7	7.8% #7	*<5*	7.4% #6	7.9% #7	8.3% #7	5.9% #6	*<5*
Whole Child Over Scores and Screens	**9.8% #4**	9.0% #5	9.1% #4	9.6% #5	8.2% #5	7.6% #7	7.8% #7	10.8% #6	*<5*	11.6% #3	11.0% #3	14.7% #2	14.5% #2
Safe and Orderly Schools	**9.6% #5**	9.9% #3	10.0% #3	7.2% #7	10.3% #2	11.1% #3	10.4% #3	8.1% #8	**18.9% #1**	9.0% #4	9.8% #4	**2.9% #11**	11.6% #4
Consult and Partner With Community	**9.4% #6**	8.8% #6	8.5% #6	11.2% #3	9.1% #3	9.7% #5	9.1% #5	**16.2% #3**	9.5% #2	9.0% #4	8.5% #6	11.3% #4	11.6% #4
Equity and Basic Resources Every Campus	**8.9% #7**	8.2% #7	8.7% #5	10.4% #4	5.9% #7	**12.4% #2**	**12.1% #2**	**18.9% #2**	**9.5% #2**	8.4% #6	9.1% #5	5.9% #6	*<5*
Inclusion Regardless of Identity	**6.6% #8**	7.6% #8	8.4% #7	4.0% #9	5.9% #7	5.1% #10	5.5% #9	*<5*	*<5*	6.1% #9	6.7% #9	2.9% #11	*<5*
High Expectations and Rigor	**6.1% #9**	4.0% #10	3.7% #10	*<5*	5.6% #9	**9.9% #4**	**10.0% #4**	9.5% #7	**9.5% #2**	6.7% #8	7.3% #8	3.9% #9	*<5*
Students First in Every Decision	**5.6% #10**	5.0% #9	4.7% #9	**9.6% #5**	4.4% #10	8.1% #6	8.3% #6	**12.2% #5**	*<5*	5.2% #13	5.5% #12	3.9% #9	*<5*
Special Education and Learning Differences	**4.5% #11**	3.3% #11	3.6% #11	4.0% #9	1.8% #12	3.3% #11	3.0% #11	6.8% #9	*<5*	6.0% #10	5.8% #11	**8.8% #5**	*<5*
Protect Programs and Neighborhood Schools	**3.6% #12**	2.5% #13	2.0% #14	*<5*	4.1% #11	2.7% #12	2.3% #12	*<5*	**5.3% #7**	5.3% #12	5.2% #13	**5.9% #6**	*<5*
Politics and Religion Out of Schools	**3.3% #13**	1.7% #14	2.0% #13	*<5*	*<5*	1.0% #14	0.8% #14	*<5*	*<5*	5.7% #11	6.4% #10	*<5*	*<5*
Faith, Tradition and Parental Authority	**2.8% #14**	2.7% #12	3.3% #12	*<5*	*<5*	2.1% #13	2.3% #12	*<5*	*<5*	2.5% #14	2.6% #14	*<5*	**7.2% #6**
Other	**0.2%**	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*	*<5*
Respondents answering this question	3,810	1,269	960	93	216	684	554	61	69	1,300	1,083	163	54

Appendix — Q4 Keep doing: every category, every group

% of coded respondents who named the category (rank). Bold blue/red = 5+ points or 5+ ranks above/below All Survey Results. "<5" = fewer than five. † = under 100 coded.

Category	All Survey Results (5,080)	Hispanic/Latino				Black or African American				White			
		All roles (1,795)	Community (1,329)	Employees (125)	Students (341)	All roles (936)	Community (767)	Employees (74) †	Students (95) †	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Safety, structure and discipline	**8.5% #1**	11.9% #1	11.9% #1	11.2% #1	12.3% #1	9.4% #1	8.3% #2	**13.5% #1**	**14.7% #1**	**4.4% #10**	**4.1% #9**	5.9% #5	*<5*
Counseling, special education, language support	**6.5% #2**	6.8% #2	7.8% #2	4.8% #4	3.8% #6	8.8% #2	7.8% #3	**13.5% #1**	**12.6% #3**	5.2% #4	5.1% #5	7.4% #3	*<5*
Quality teaching and high expectations	**5.7% #3**	5.3% #5	5.6% #4	*<5*	5.3% #4	8.4% #3	8.7% #1	*<5*	8.4% #4	**4.6% #9**	**3.5% #13**	**11.3% #1**	*<5*
Family engagement, communication and listening	**5.6% #4**	5.6% #4	6.8% #3	*<5*	**2.1% #9**	7.9% #4	7.4% #4	*<5*	**13.7% #2**	4.9% #6	4.8% #8	**2.9% #12**	**13.0% #2**
District leadership and accountability	**5.2% #5**	5.7% #3	5.6% #4	*<5*	7.0% #2	5.6% #6	5.5% #6	8.1% #3	*<5*	4.7% #8	4.9% #7	4.4% #9	*<5*
Great teachers, supported and trusted	**5.2% #6**	4.0% #8	3.9% #7	7.2% #2	2.9% #8	4.7% #8	4.4% #9	6.8% #5	5.3% #6	**7.1% #1**	**7.3% #1**	3.4% #10	**14.5% #1**
Meals, buses and facilities	**5.1% #7**	4.2% #6	4.1% #6	4.8% #4	4.7% #5	6.1% #5	6.4% #5	8.1% #3	*<5*	5.8% #3	5.4% #3	**8.8% #2**	*<5*
Advanced academics and career pathways	**5.0% #8**	4.0% #8	3.8% #8	**5.6% #3**	3.8% #6	4.7% #8	5.1% #8	*<5*	*<5*	**6.4% #2**	**6.7% #2**	3.4% #10	**10.1% #3**
Positive school culture and belonging	**4.0% #9**	4.1% #7	3.6% #9	*<5*	**6.2% #3**	4.8% #7	5.2% #7	*<5*	*<5*	3.8% #12	3.8% #11	4.9% #7	*<5*
Arts, athletics and extracurriculars	**3.8% #10**	2.5% #10	2.7% #10	*<5*	1.8% #10	3.8% #10	3.7% #10	*<5*	**6.3% #5**	**5.2% #4**	**5.2% #4**	**6.9% #4**	*<5*
Schools of choice and specialised campuses	**2.6% #11**	1.4% #11	1.6% #11	*<5*	*<5*	1.0% #12	1.0% #13	*<5*	*<5*	**4.9% #6**	**4.9% #6**	4.9% #7	*<5*
Reading and early learning	**2.4% #12**	1.3% #12	1.5% #12	*<5*	*<5*	2.4% #11	2.1% #11	*<5*	*<5*	3.8% #12	4.0% #10	*<5*	*<5*
Strong campuses and campus leadership	**2.3% #13**	1.0% #13	0.9% #13	*<5*	*<5*	1.0% #12	1.2% #12	*<5*	*<5*	4.0% #11	3.8% #11	**5.9% #5**	*<5*
Nothing working or too early	**6.0%**	6.1%	4.8%	**11.2%**	9.4%	3.3%	3.0%	6.8%	*<5*	6.3%	6.6%	5.9%	*<5*
Respondents answering this question	2,925	1,019	754	70	195	568	455	48	65	932	750	137	45

Appendix — Q5 Stop doing: every category, every group

% of coded respondents who named the category (rank). Bold blue/red = 5+ points or 5+ ranks above/below All Survey Results. "<5" = fewer than five. † = under 100 coded.

Category	All Survey Results (5,080)	Hispanic/Latino				Black or African American				White			
		All roles (1,795)	Community (1,329)	Employees (125)	Students (341)	All roles (936)	Community (767)	Employees (74) †	Students (95) †	All roles (1,610)	Community (1,337)	Employees (204)	Students (69) †
Scripted lessons and uniform campus mandates	**15.1% #1**	**9.6% #3**	**7.9% #3**	20.0% #1	12.6% #3	**9.4% #2**	**8.3% #2**	**23.0% #1**	**7.4% #5**	**23.8% #1**	**22.4% #1**	**32.8% #1**	**23.2% #1**
Over-restrictive rules, uneven discipline and unsafe treatment	**13.1% #2**	16.4% #1	16.4% #1	8.8% #4	**19.4% #2**	14.0% #1	13.6% #1	16.2% #2	15.8% #2	9.3% #5	9.3% #4	**6.4% #10**	15.9% #3
Cutting lunch, recess, arts and enrichment; rigid schedules	**11.2% #3**	15.4% #2	8.9% #2	9.6% #3	**42.8% #1**	7.3% #4	**5.0% #9**	14.9% #3	**20.0% #1**	9.1% #6	**8.9% #8**	**7.8% #9**	15.9% #3
Micromanagement and overloading of teachers	**10.3% #4**	5.6% #8	**4.5% #8**	**20.0% #1**	**4.7% #7**	**3.7% #10**	**2.2% #12**	13.5% #5	8.4% #4	**17.8% #2**	**16.2% #2**	**28.4% #2**	**17.4% #2**
Screens, AI and packets replacing teaching	**8.7% #5**	7.1% #4	7.1% #5	8.8% #4	6.5% #4	6.8% #5	6.9% #7	8.1% #8	5.3% #7	11.2% #3	11.4% #3	10.3% #5	8.7% #7
Decisions without community or parent voice	**8.4% #6**	6.7% #5	7.3% #4	5.6% #10	5.0% #6	8.2% #3	7.4% #4	**14.9% #3**	9.5% #3	9.4% #4	9.3% #4	8.3% #8	13.0% #5
Losing teachers, hiring uncertified staff, underpaying	**7.0% #7**	5.8% #6	5.8% #7	6.4% #9	5.9% #5	6.8% #5	7.3% #5	6.8% #9	*<5*	8.0% #8	9.0% #6	4.4% #11	*<5*
Testing overemphasis and daily assessments	**6.7% #8**	4.1% #9	3.9% #10	8.0% #7	3.5% #9	5.4% #9	5.3% #8	9.5% #6	*<5*	9.1% #6	9.0% #6	11.3% #4	*<5*
Lowered rigor and neglected basic skills	**5.6% #9**	4.0% #10	4.1% #9	7.2% #8	2.1% #12	6.8% #5	7.2% #6	*<5*	7.4% #5	6.6% #9	6.9% #9	3.9% #12	10.1% #6
Closures, program cuts, campus inequity and poor daily operations	**5.5% #10**	5.7% #7	6.5% #6	*<5*	3.8% #8	6.4% #8	**7.7% #3**	*<5*	*<5*	4.3% #13	4.7% #13	*<5*	*<5*
Leadership by fear and disrespect	**4.3% #11**	3.1% #12	3.2% #12	4.8% #12	1.8% #13	2.0% #12	1.2% #14	**9.5% #6**	*<5*	6.6% #9	5.8% #11	**11.8% #3**	7.2% #8
Under-serving special education, bilingual and student supports	**3.8% #12**	3.5% #11	3.5% #11	5.6% #10	2.9% #10	3.3% #11	3.0% #10	*<5*	*<5*	4.2% #14	3.7% #14	**8.8% #7**	*<5*
Unproven, error-ridden curriculum adoptions	**3.5% #13**	2.2% #13	1.6% #14	**8.8% #4**	2.3% #11	1.6% #14	1.3% #13	*<5*	*<5*	5.5% #11	5.1% #12	**9.8% #6**	*<5*
Religion, politics and ideology in curriculum	**3.5% #14**	1.9% #14	2.4% #13	*<5*	*<5*	2.0% #12	2.3% #11	*<5*	*<5*	5.3% #12	6.1% #10	*<5*	*<5*
Other	**6.8%**	9.4%	9.0%	7.2%	11.7%	6.3%	6.3%	*<5*	10.5%	3.8%	4.1%	*<5*	*<5*
Respondents answering this question	3,568	1,220	865	92	263	612	486	57	69	1,200	980	167	53

Concentration: 120 of the 146 Hispanic/Latino students who named "Cutting lunch, recess, arts and enrichment; rigid schedules" gave Trimble Tech as their feeder pattern (slide 26).

Appendix — sources and definitions

Where every number comes from.

Sources. Wave 1: Qualtrics export of 16 September 2026 (4,822 respondents), entries as coded for the published 28 September analysis. Wave 2 online: filtered Qualtrics export of 26 October 2026 (785 new response IDs) and the Google Form responses sheet (274 responses dated 6–25 October 2026, received 8 November, coded 9 November 2026). Paper: 1,684 scanned forms from community sites (the last five forms were received 9 November), transcribed, checked and coded between 16 October and 9 November 2026 using the same coding rules and categories as the published analysis. Every respondent with a coded entry is in the base. Entries that answer none of the five questions (for example feedback on the state intervention, comments on the survey itself, or a mark for illegible handwriting; labeled UNASSIGNED in the coding) are counted in the base but in no category. Nothing is re-weighted. The base, answer counts and category shares for All Survey Results and for the community, employee and student groups match the Survey Results deck for Waves 1 and 2 dated 9 November 2026 exactly.

Definitions. Coded: each written answer was read and sorted into one or more categories; each sorted statement is an entry. Coded respondent: a respondent with at least one coded entry, meaning a statement sorted to a category or recorded as UNASSIGNED. The base includes 38 respondents whose only entries answer none of the five questions (UNASSIGNED), 23 of them only a marker for illegible handwriting; all others have at least one entry in a category. In all, 619 UNASSIGNED entries from 421 respondents are counted in the base and in no category. Share of coded respondents with an UNASSIGNED entry other than an illegible-handwriting marker: 4.5% of Hispanic/Latino, 4.2% of Black or African American and 8.8% of White coded respondents; with an illegible-handwriting marker: 1.8%, 3.1% and 1.4%. Named a category: the respondent has at least one entry in it for that question; a respondent counts once per category. Rank: competition rank within the question among ranked categories (tied categories share a rank and the next rank is skipped, for example 1, 2, 2, 4; Other and Q4 “Nothing working or too early” are not ranked and are tested on the 5-point rule only). Material difference: at least 5 percentage points or 5 ranks from All Survey Results, from unrounded shares. Suppression: category counts under five are shown as “<5” and are not tested against the material-difference rule. Percentages are rounded half up to one decimal place (for example, 20 of 320 is 6.25%, shown as 6.3%). Category names are as in the published analysis.

Data availability. Counting rules are those of the published analysis. Calculation files and working data are not published.