Diversity and Equity Survey

When diverse populations are mentioned in the following questions, please think of diversity in terms of race, ethnicity, socioeconomic status, religion, sexual orientation, gender identity and learning differences. The results of this survey will be kept confidential. Information will be used for educational purposes to help us understand current practices in our schools. No identifying information will be shared and only general response rates will be reported. Please answer openly and honestly.

1. What is your role at this school?
Choose from this drop down list

• Classroom Educational Assistant

2. What building do you currently work in, or spend the majority of your time?

Brattain

3. How many years have you worked at your present site?
Round number up to whole number: ex: 1 1/2 years would round up to 2 years

4. How many years have you worked, in any position, in Springfield School District?
Round number up to whole number: ex: 1 1/2 years would round up to 2 years

5. How many years have you worked in education?
Round number up to whole number: ex: 1 1/2 years would round up to 2 years

6. What is your race or ethnicity?

• African American

For the following questions, please indicate how much you agree or disagree with the following questions about your school. If the question is not applicable to your job, or you do not know enough to answer it, mark "Not Applicable."

7. This school is a supportive and inviting place for students to learn.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
○	○	○	○	○

8. This school sets high standards for academic performance for all students.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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9. This school considers closing the racial/ethnic achievement gap a high priority.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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10. This school fosters an appreciation and respect for student diversity.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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11. This school emphasizes respect for all students' cultural beliefs and practices.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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12. This school gives all students equal opportunity to participate in classroom discussions and activities.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly

Agree (4)

0	1	2	3	4
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13. This school gives all students equal opportunity to participate in extracurricular and enrichment activities.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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14. This school encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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15. This school provides opportunities for students in decision-making, such as class activities or rules.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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16. This school obtains diverse student perspectives through regular leadership opportunities.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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17. This school considers perspectives obtained from diverse student populations in decision-making.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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18. This school gives students opportunities to "make a difference" by helping other people, the school, or the community (e.g., service learning).
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0 1 2 3 4

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19. This school reviews data regularly to monitor student progress.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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20. This school looks at each students' social, emotional, and behavioral needs at least once yearly.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0 1 2 3 4

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21. This school develops school programs and policies based on results from a variety of data.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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22. This school provides staff with the materials, resources, and training needed to effectively work with diverse students.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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23. This school has staff examine their own cultural biases through professional development or other processes.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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24. This school provides learning opportunities for family members, such as ESL, computer access, home language literacy classes, parenting classes, etc.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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25. This school communicates with family and community members in their home language.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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26. This school has parent groups that attempt to include and involve all parents.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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27. This school uses forms that are inclusive of a variety of family structures, such as addressing forms to "Parent/Guardian" rather than just "Parent.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

0	1	2	3	4
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28. This school has family activities and programs that include all parents (e.g. ELL, Families of Color, Special Ed., Low Income, Immigrant, LGBTQ, etc).
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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29. This school incorporates family and community member feedback in its development of school programs and policies.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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30. This school has high expectations for all students
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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31. This school uses instructional materials that reflect the culture or ethnicity of all students.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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32. This school engages in practices that address diverse learning styles.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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33. This school invites students' culture and experiences into the classroom
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly

Agree (4)

0 1 2 3 4

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34. This school emphasizes teaching lessons in ways relevant to students.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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35. This school employs teaching strategies to differentiate and accommodate for the needs of special populations, such as English Language Learners and Special Education students.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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36. This school uses textbooks that contain multiple or diverse perspectives.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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37. This school employs interventions that are individualized and planned with sensitivity to linguistic and cultural issues.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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38. My school is a supportive and inviting place for staff to work.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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39. My school is welcoming to me and people like me.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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40. My school includes a variety of staff perspectives
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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41. My school supports my administrator in making changes regarding diversity and equity issues.
Response categories : • Not Applicable (0) • Strongly Disagree (1) • Disagree (2) • Agree (3) • Strongly Agree (4)

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42. What can the school and/or district do differently to better support student needs?
Please comment below:

43. What can the school and/or district do differently to better support your needs?
Please comment below:

44. Is there anything else you would like to share?
Please comment below:

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