

---

# School Quality Survey Statewide Summary Report

Spring 2026

---

**Hawaii State Department of Education  
Office of Strategy, Innovation, and Performance  
Assessment and Accountability Branch  
Accountability Section**

**Publication Date: July 2026**

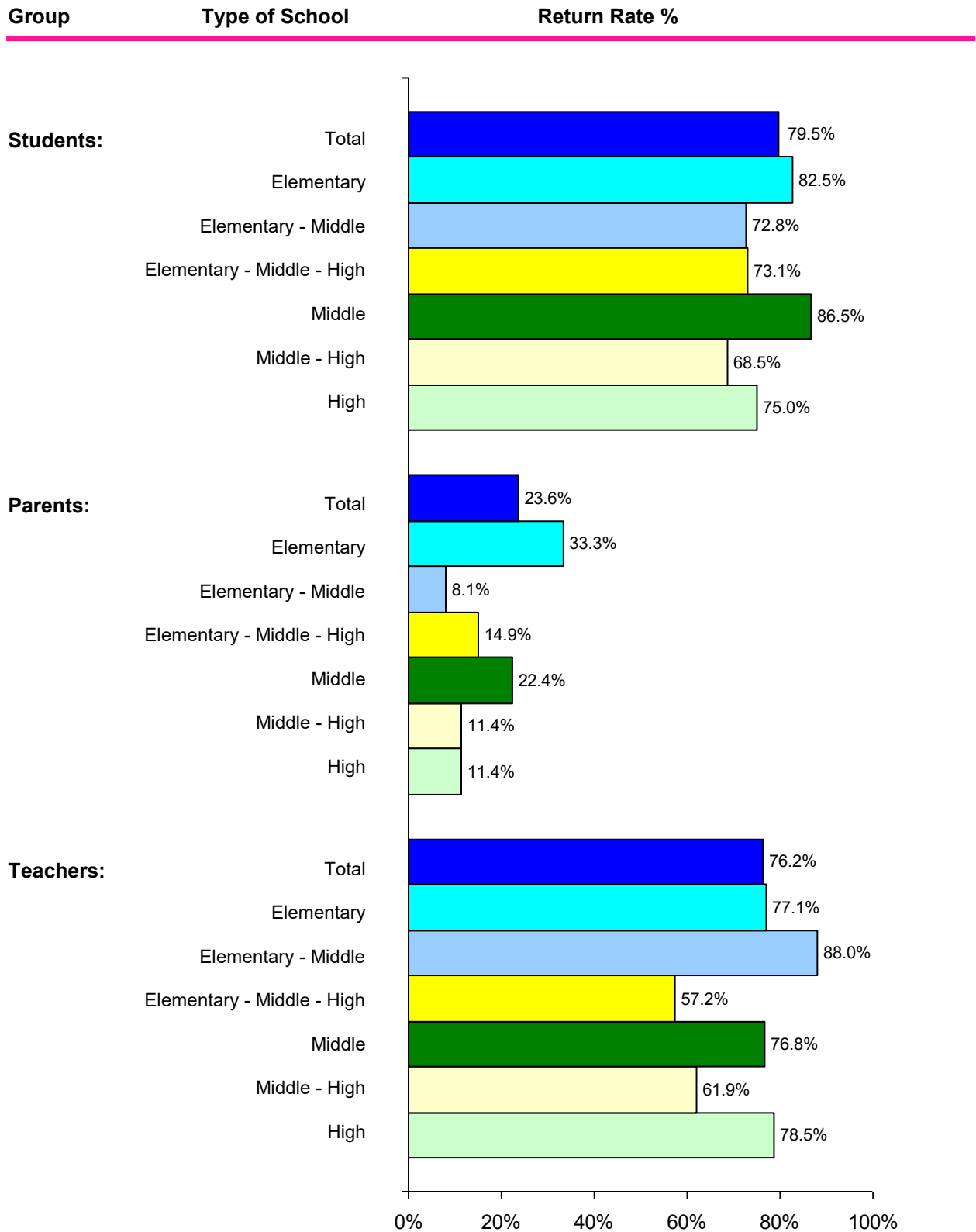
The Hawaii State Department of Education (DOE) administers the School Quality Survey (SQS) to capture the voices of school personnel, students (Grades 3-12), and parents/guardians of students in Grades K-12 in public DOE schools and charter schools. Survey questions fit within four dimensions: Safety (Students respond only to the Safety questions), Well-Being, Satisfaction, and Involvement/Engagement.

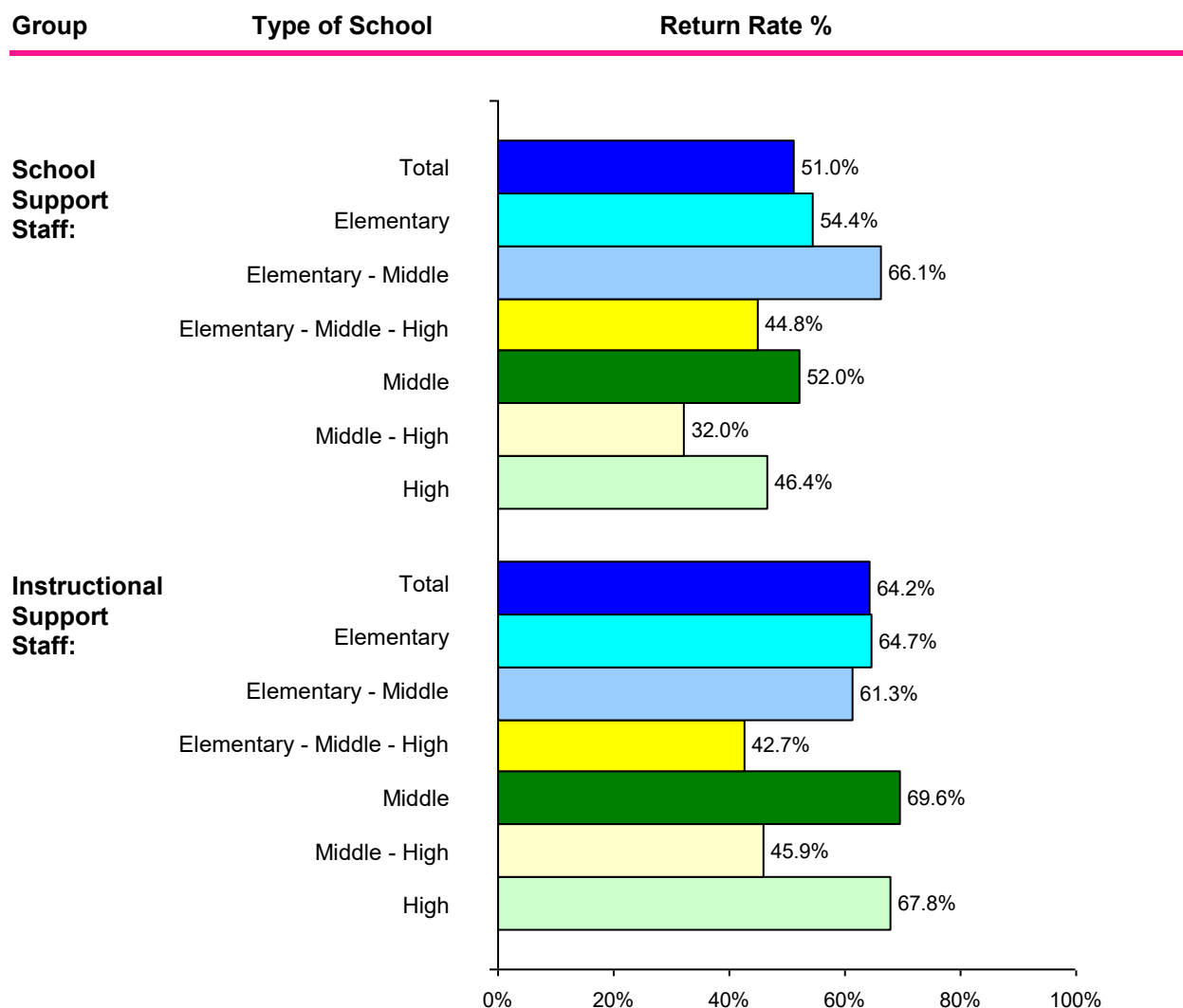
SQS results are one measure that captures both quantitative and qualitative data to examine a facet of school effectiveness that, both directly and indirectly, influences student learning. Results are useful for school planning, improvement, accreditation, celebrations, and other purposes. Open-ended comments, anonymously provided by parents and school personnel, are aggregated at the school level and are delivered to each principal and to the respective Complex Area Superintendent for their review and use. Personally-identifiable information about parents and students included in the comments are redacted.

Responses from students, parents, teachers, school support staff (SSS), and instructional support staff (ISS) are included in the Statewide Summary, Complex Area, Complex, and school-level reports. Student responses are suppressed to protect privacy when the number of respondents is fewer than 11 ( $N < 11$ ). While the parent survey was available online to all families, some schools requested and received hard copy versions, which included pre-paid business reply envelopes for mailing. The parent letter and survey questions were translated into 15 languages and are publicly accessible.

| Group                             | #<br>Distributed | #<br>Returned  | Return Rate<br>(%) |
|-----------------------------------|------------------|----------------|--------------------|
| <b>Students:</b>                  | <b>126,443</b>   | <b>100,609</b> | <b>79.5%</b>       |
| <i>Students by Type of School</i> |                  |                |                    |
| Elementary                        | 40,663           | 33,572         | 82.5%              |
| Elementary - Middle               | 2,345            | 1,709          | 72.8%              |
| Elementary - Middle - High        | 8,132            | 5,951          | 73.1%              |
| Middle                            | 27,830           | 24,082         | 86.5%              |
| Middle - High                     | 5,393            | 3,699          | 68.5%              |
| High                              | 42,080           | 31,596         | 75.0%              |
| <b>Parents:</b>                   | <b>159,626</b>   | <b>37,736</b>  | <b>23.6%</b>       |
| <i>Parents by Type of School</i>  |                  |                |                    |
| Elementary                        | 73,820           | 24,654         | 33.3%              |
| Elementary - Middle               | 2,619            | 213            | 8.1%               |
| Elementary - Middle - High        | 8,086            | 1,208          | 14.9%              |
| Middle                            | 27,762           | 6,222          | 22.4%              |
| Middle - High                     | 5,331            | 610            | 11.4%              |
| High                              | 42,008           | 4,829          | 11.4%              |
| <b>Teachers:</b>                  | <b>11,669</b>    | <b>8,900</b>   | <b>76.2%</b>       |
| <i>Teachers by Type of School</i> |                  |                |                    |
| Elementary                        | 5,763            | 4,444          | 77.1%              |
| Elementary - Middle               | 117              | 103            | 88.0%              |
| Elementary - Middle - High        | 442              | 253            | 57.2%              |
| Middle                            | 2,006            | 1,542          | 76.8%              |
| Middle - High                     | 392              | 243            | 61.9%              |
| High                              | 2,949            | 2,315          | 78.5%              |

| Group                               | #<br>Distributed | #<br>Returned | Return Rate<br>(%) |
|-------------------------------------|------------------|---------------|--------------------|
| <b>School Support Staff:</b>        | <b>5,105</b>     | <b>2,604</b>  | <b>51.0%</b>       |
| <i>Staff by Type of School</i>      |                  |               |                    |
| Elementary                          | 2,552            | 1,389         | 54.4%              |
| Elementary - Middle                 | 62               | 41            | 66.1%              |
| Elementary - Middle - High          | 194              | 87            | 44.8%              |
| Middle                              | 836              | 435           | 52.0%              |
| Middle - High                       | 187              | 60            | 32.0%              |
| High                                | 1,274            | 592           | 46.4%              |
| <b>Instructional Support Staff:</b> | <b>5,098</b>     | <b>3,276</b>  | <b>64.2%</b>       |
| <i>Staff by Type of School</i>      |                  |               |                    |
| Elementary                          | 3,159            | 2,047         | 64.7%              |
| Elementary - Middle                 | 75               | 46            | 61.3%              |
| Elementary - Middle - High          | 241              | 103           | 42.7%              |
| Middle                              | 630              | 439           | 69.6%              |
| Middle - High                       | 148              | 68            | 45.9%              |
| High                                | 845              | 573           | 67.8%              |





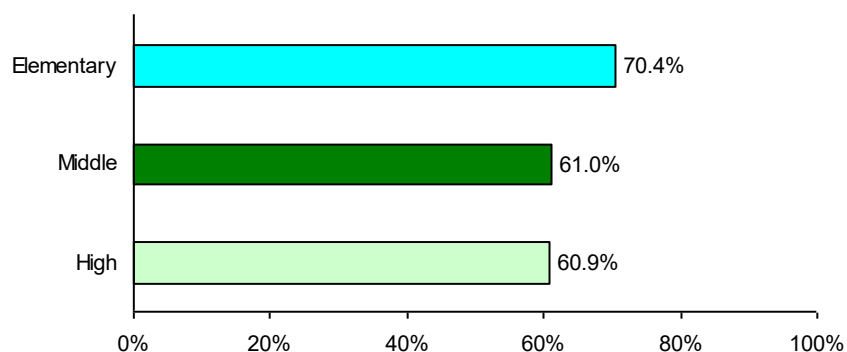
# SQS State Summary Table

# Students

| Dimension                 | Group      | Percent (%) Response |                     |                    |                     |
|---------------------------|------------|----------------------|---------------------|--------------------|---------------------|
|                           |            | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Elementary | 3.9                  | 70.4%               | 20.0%              | 9.4%                |
|                           | Middle     | 3.7                  | 61.0%               | 30.4%              | 8.4%                |
|                           | High       | 3.7                  | 60.9%               | 32.7%              | 6.3%                |
| B. Well-Being             | Elementary | --                   | --                  | --                 | --                  |
|                           | Middle     | --                   | --                  | --                 | --                  |
|                           | High       | --                   | --                  | --                 | --                  |
| C. Satisfaction           | Elementary | --                   | --                  | --                 | --                  |
|                           | Middle     | --                   | --                  | --                 | --                  |
|                           | High       | --                   | --                  | --                 | --                  |
| D. Involvement/Engagement | Elementary | --                   | --                  | --                 | --                  |
|                           | Middle     | --                   | --                  | --                 | --                  |
|                           | High       | --                   | --                  | --                 | --                  |

| Dimension | Group | Percent Positive Response |
|-----------|-------|---------------------------|
|-----------|-------|---------------------------|

**A. Safety**



# SQS State Summary Table

Parents

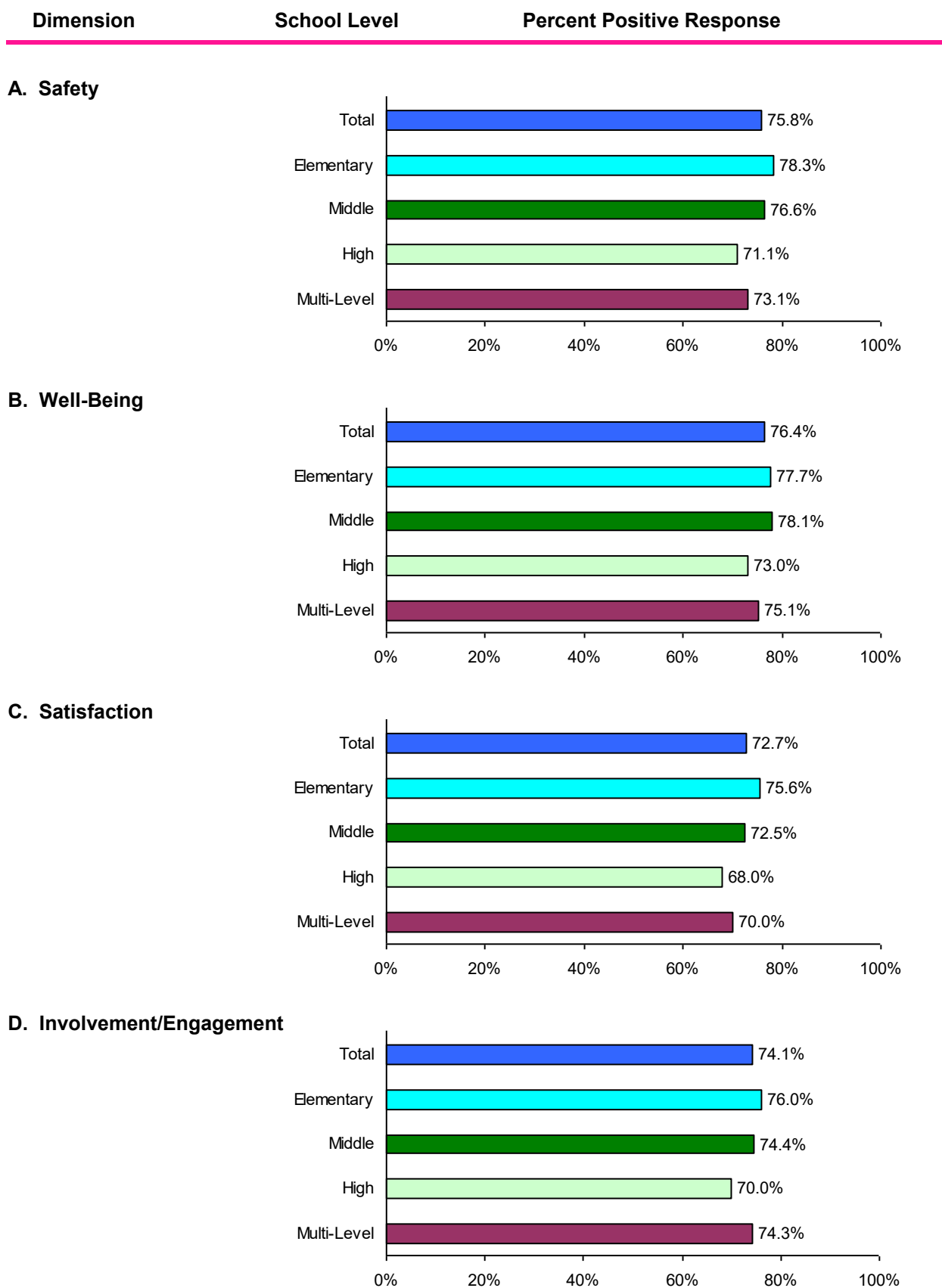
| Dimension                 | Group       | Percent (%) Response |                     |                    |                     |
|---------------------------|-------------|----------------------|---------------------|--------------------|---------------------|
|                           |             | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Total       | 4.2                  | 85.3%               | 9.8%               | 4.8%                |
|                           | Elementary  | 4.3                  | 88.1%               | 7.8%               | 4.0%                |
|                           | Middle      | 4.1                  | 81.8%               | 12.1%              | 6.0%                |
|                           | High        | 4.0                  | 77.8%               | 15.8%              | 6.3%                |
|                           | Multi-Level | 4.1                  | 79.9%               | 12.6%              | 7.3%                |
| B. Well-Being             | Total       | 4.4                  | 91.2%               | 6.9%               | 1.8%                |
|                           | Elementary  | 4.5                  | 93.5%               | 5.2%               | 1.1%                |
|                           | Middle      | 4.2                  | 88.0%               | 9.3%               | 2.5%                |
|                           | High        | 4.1                  | 84.3%               | 11.7%              | 3.8%                |
|                           | Multi-Level | 4.3                  | 88.4%               | 8.3%               | 3.1%                |
| C. Satisfaction           | Total       | 4.3                  | 87.1%               | 9.2%               | 3.6%                |
|                           | Elementary  | 4.4                  | 90.5%               | 6.9%               | 2.5%                |
|                           | Middle      | 4.1                  | 82.6%               | 12.9%              | 4.4%                |
|                           | High        | 4.0                  | 77.5%               | 15.3%              | 7.0%                |
|                           | Multi-Level | 4.1                  | 81.8%               | 11.6%              | 6.4%                |
| D. Involvement/Engagement | Total       | 4.3                  | 85.6%               | 11.0%              | 3.2%                |
|                           | Elementary  | 4.4                  | 90.2%               | 7.6%               | 2.1%                |
|                           | Middle      | 4.0                  | 78.2%               | 17.1%              | 4.5%                |
|                           | High        | 3.9                  | 71.8%               | 21.0%              | 7.1%                |
|                           | Multi-Level | 4.2                  | 83.0%               | 12.0%              | 4.9%                |



# SQS State Summary Table

# Teachers

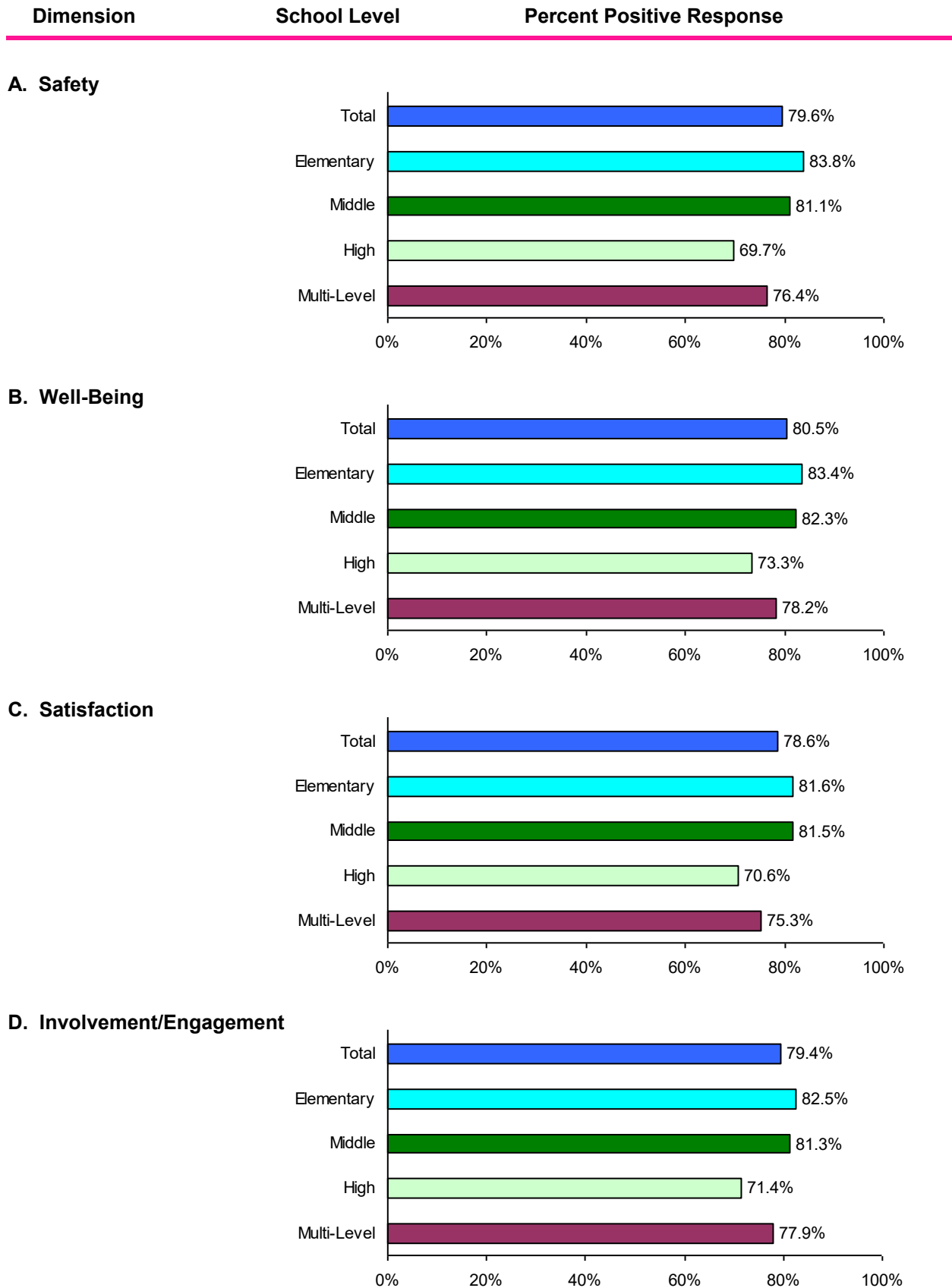
| Dimension                 | Group       | Percent (%) Response |                  |                 |                  |
|---------------------------|-------------|----------------------|------------------|-----------------|------------------|
|                           |             | Average (5-1)        | Positive (> 3.0) | Neutral (= 3.0) | Negative (< 3.0) |
| A. Safety                 | Total       | 3.9                  | 75.8%            | 14.9%           | 9.2%             |
|                           | Elementary  | 4.0                  | 78.3%            | 13.9%           | 7.7%             |
|                           | Middle      | 3.9                  | 76.6%            | 14.4%           | 8.9%             |
|                           | High        | 3.8                  | 71.1%            | 17.1%           | 11.7%            |
|                           | Multi-Level | 3.9                  | 73.1%            | 15.2%           | 11.5%            |
| B. Well-Being             | Total       | 3.9                  | 76.4%            | 14.1%           | 9.4%             |
|                           | Elementary  | 4.0                  | 77.7%            | 13.6%           | 8.5%             |
|                           | Middle      | 4.0                  | 78.1%            | 13.2%           | 8.6%             |
|                           | High        | 3.8                  | 73.0%            | 15.6%           | 11.2%            |
|                           | Multi-Level | 3.9                  | 75.1%            | 13.9%           | 10.9%            |
| C. Satisfaction           | Total       | 3.8                  | 72.7%            | 17.1%           | 10.0%            |
|                           | Elementary  | 3.9                  | 75.6%            | 16.1%           | 8.1%             |
|                           | Middle      | 3.8                  | 72.5%            | 16.9%           | 10.4%            |
|                           | High        | 3.7                  | 68.0%            | 19.1%           | 12.7%            |
|                           | Multi-Level | 3.8                  | 70.0%            | 17.2%           | 12.7%            |
| D. Involvement/Engagement | Total       | 3.9                  | 74.1%            | 16.4%           | 9.4%             |
|                           | Elementary  | 3.9                  | 76.0%            | 15.9%           | 8.0%             |
|                           | Middle      | 3.9                  | 74.4%            | 16.3%           | 9.2%             |
|                           | High        | 3.7                  | 70.0%            | 18.0%           | 11.8%            |
|                           | Multi-Level | 3.9                  | 74.3%            | 14.4%           | 11.2%            |



## SQS State Summary Table

## School Support Staff

| Dimension                 | Group       | Percent (%) Response |                     |                    |                     |
|---------------------------|-------------|----------------------|---------------------|--------------------|---------------------|
|                           |             | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Total       | 4.1                  | 79.6%               | 13.2%              | 7.0%                |
|                           | Elementary  | 4.2                  | 83.8%               | 10.6%              | 5.5%                |
|                           | Middle      | 4.1                  | 81.1%               | 12.9%              | 5.9%                |
|                           | High        | 3.8                  | 69.7%               | 18.6%              | 11.6%               |
|                           | Multi-Level | 4.0                  | 76.4%               | 16.9%              | 6.6%                |
| B. Well-Being             | Total       | 4.1                  | 80.5%               | 13.2%              | 6.1%                |
|                           | Elementary  | 4.2                  | 83.4%               | 11.3%              | 5.2%                |
|                           | Middle      | 4.2                  | 82.3%               | 12.6%              | 5.0%                |
|                           | High        | 3.9                  | 73.3%               | 16.8%              | 9.7%                |
|                           | Multi-Level | 4.1                  | 78.2%               | 17.4%              | 4.2%                |
| C. Satisfaction           | Total       | 4.1                  | 78.6%               | 15.8%              | 5.4%                |
|                           | Elementary  | 4.1                  | 81.6%               | 13.9%              | 4.3%                |
|                           | Middle      | 4.1                  | 81.5%               | 14.5%              | 3.8%                |
|                           | High        | 3.8                  | 70.6%               | 19.9%              | 9.4%                |
|                           | Multi-Level | 4.0                  | 75.3%               | 20.3%              | 4.3%                |
| D. Involvement/Engagement | Total       | 4.1                  | 79.4%               | 15.2%              | 5.2%                |
|                           | Elementary  | 4.2                  | 82.5%               | 13.0%              | 4.3%                |
|                           | Middle      | 4.1                  | 81.3%               | 14.6%              | 4.0%                |
|                           | High        | 3.9                  | 71.4%               | 19.7%              | 8.8%                |
|                           | Multi-Level | 4.1                  | 77.9%               | 19.3%              | 2.7%                |



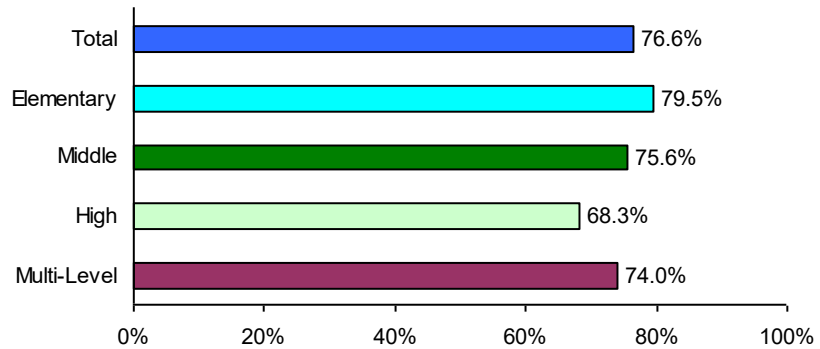
## SQS State Summary Table

## Instructional Support Staff

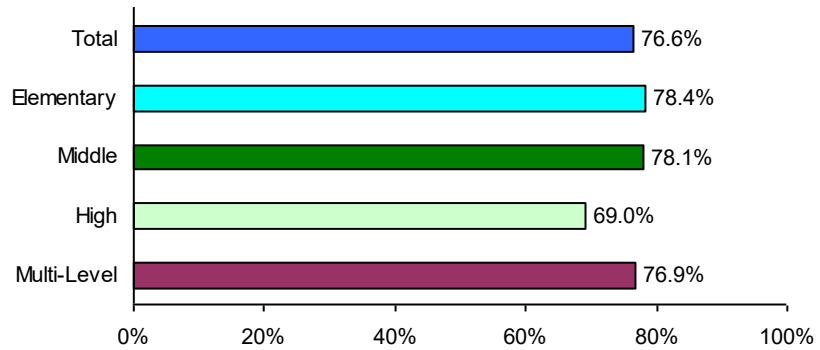
| Dimension                 | Group       | Percent (%) Response |                     |                    |                     |
|---------------------------|-------------|----------------------|---------------------|--------------------|---------------------|
|                           |             | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Total       | 4.0                  | 76.6%               | 15.7%              | 7.6%                |
|                           | Elementary  | 4.0                  | 79.5%               | 14.0%              | 6.4%                |
|                           | Middle      | 3.9                  | 75.6%               | 15.7%              | 8.5%                |
|                           | High        | 3.7                  | 68.3%               | 20.6%              | 11.0%               |
|                           | Multi-Level | 3.9                  | 74.0%               | 18.2%              | 7.6%                |
| B. Well-Being             | Total       | 4.0                  | 76.6%               | 15.6%              | 7.6%                |
|                           | Elementary  | 4.0                  | 78.4%               | 14.4%              | 7.0%                |
|                           | Middle      | 4.0                  | 78.1%               | 14.3%              | 7.5%                |
|                           | High        | 3.8                  | 69.0%               | 20.7%              | 10.1%               |
|                           | Multi-Level | 4.0                  | 76.9%               | 16.8%              | 6.1%                |
| C. Satisfaction           | Total       | 3.9                  | 74.4%               | 18.5%              | 7.0%                |
|                           | Elementary  | 4.0                  | 76.4%               | 17.6%              | 5.8%                |
|                           | Middle      | 3.9                  | 75.1%               | 16.9%              | 7.8%                |
|                           | High        | 3.7                  | 67.3%               | 22.4%              | 10.2%               |
|                           | Multi-Level | 3.9                  | 72.2%               | 19.6%              | 8.0%                |
| D. Involvement/Engagement | Total       | 4.0                  | 75.4%               | 18.0%              | 6.5%                |
|                           | Elementary  | 4.0                  | 77.4%               | 16.7%              | 5.7%                |
|                           | Middle      | 4.0                  | 76.5%               | 16.3%              | 7.0%                |
|                           | High        | 3.8                  | 67.6%               | 23.1%              | 9.1%                |
|                           | Multi-Level | 3.9                  | 74.5%               | 19.2%              | 6.2%                |

| Dimension | School Level | Percent Positive Response |
|-----------|--------------|---------------------------|
|-----------|--------------|---------------------------|

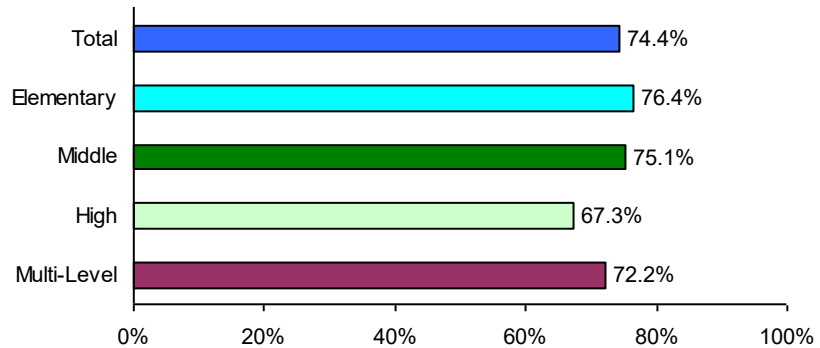
**A. Safety**



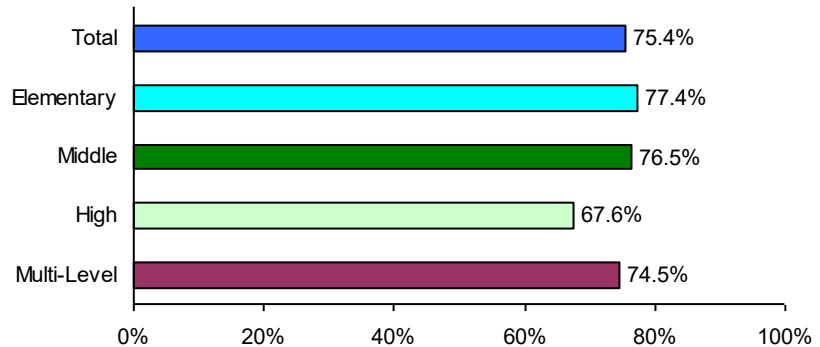
**B. Well-Being**



**C. Satisfaction**



**D. Involvement/Engagement**

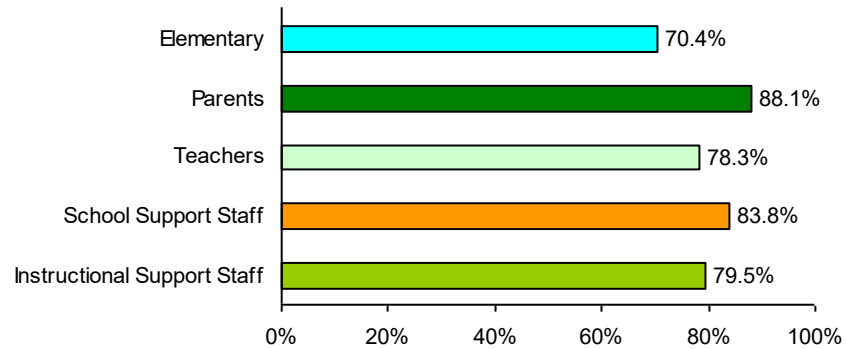
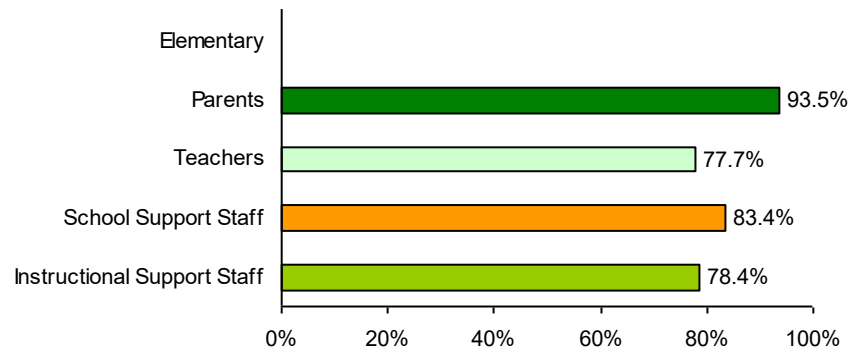
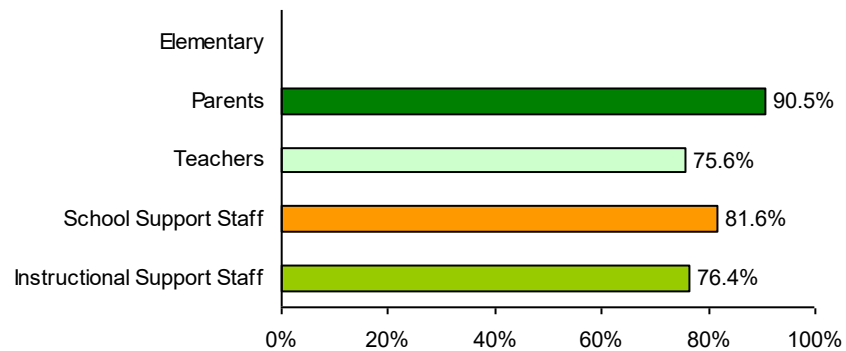
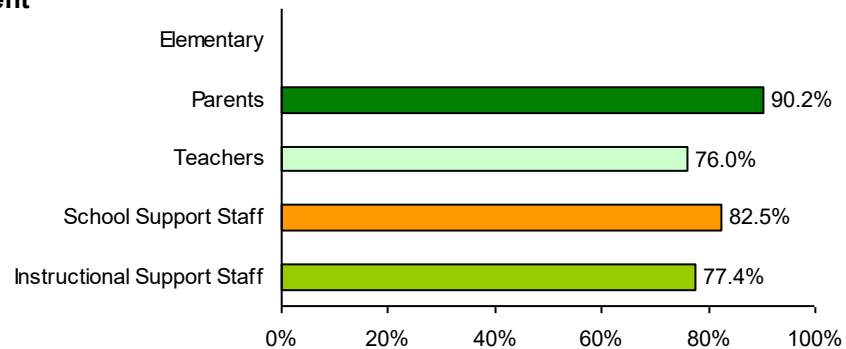


# SQS State Summary Table

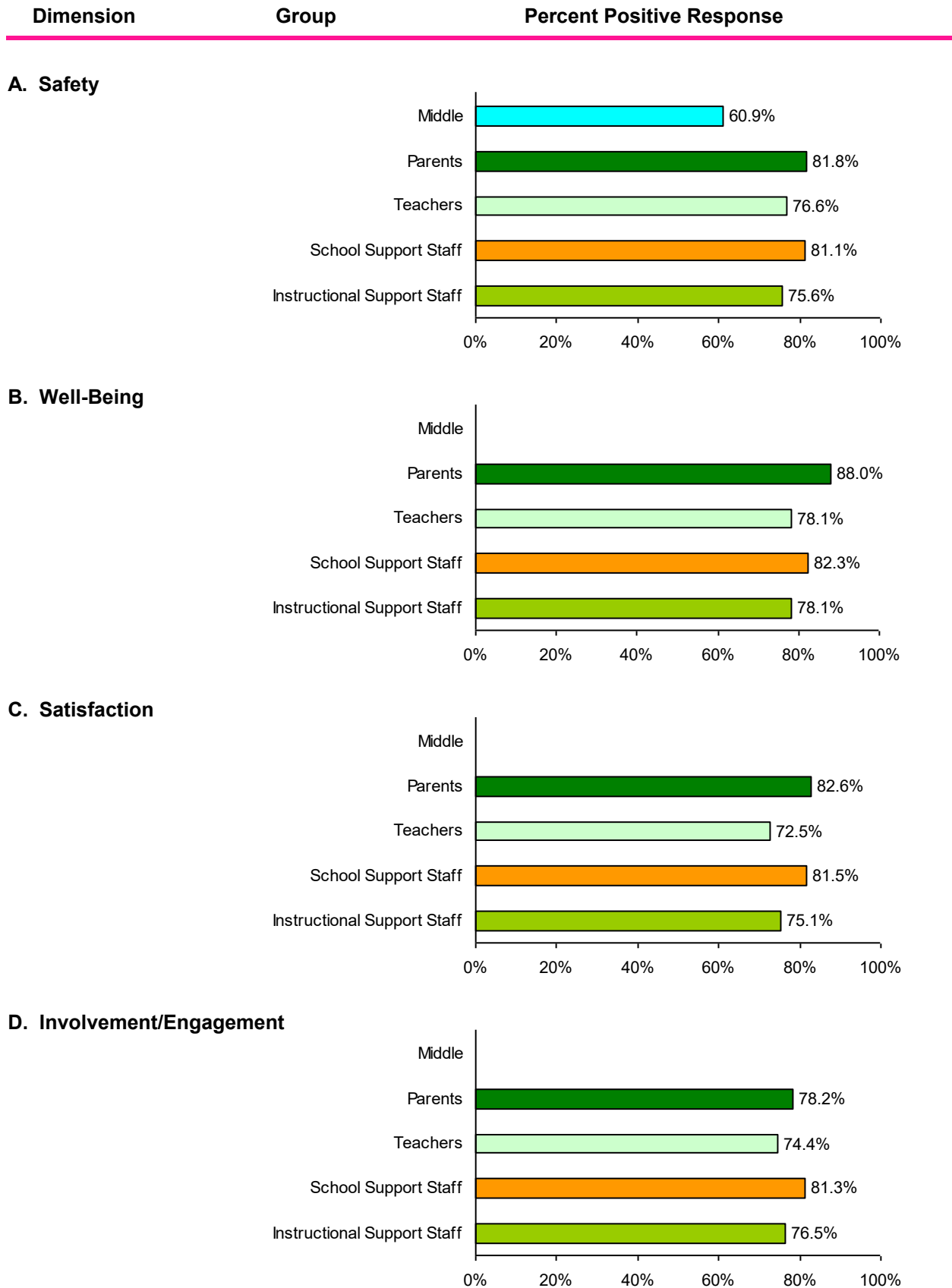
# Elementary

| Dimension                 | Group                       |            | Percent (%) Response |                     |                    |                     |
|---------------------------|-----------------------------|------------|----------------------|---------------------|--------------------|---------------------|
|                           |                             |            | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Students                    | Elementary | 3.9                  | 70.4%               | 20.0%              | 9.4%                |
|                           | Parents                     |            | 4.3                  | 88.1%               | 7.8%               | 4.0%                |
|                           | Teachers                    |            | 4.0                  | 78.3%               | 13.9%              | 7.7%                |
|                           | School Support Staff        |            | 4.2                  | 83.8%               | 10.6%              | 5.5%                |
|                           | Instructional Support Staff |            | 4.0                  | 79.5%               | 14.0%              | 6.4%                |
| B. Well-Being             | Students                    | Elementary | --                   | --                  | --                 | --                  |
|                           | Parents                     |            | 4.5                  | 93.5%               | 5.2%               | 1.1%                |
|                           | Teachers                    |            | 4.0                  | 77.7%               | 13.6%              | 8.5%                |
|                           | School Support Staff        |            | 4.2                  | 83.4%               | 11.3%              | 5.2%                |
|                           | Instructional Support Staff |            | 4.0                  | 78.4%               | 14.4%              | 7.0%                |
| C. Satisfaction           | Students                    | Elementary | --                   | --                  | --                 | --                  |
|                           | Parents                     |            | 4.4                  | 90.5%               | 6.9%               | 2.5%                |
|                           | Teachers                    |            | 3.9                  | 75.6%               | 16.1%              | 8.1%                |
|                           | School Support Staff        |            | 4.1                  | 81.6%               | 13.9%              | 4.3%                |
|                           | Instructional Support Staff |            | 4.0                  | 76.4%               | 17.6%              | 5.8%                |
| D. Involvement/Engagement | Students                    | Elementary | --                   | --                  | --                 | --                  |
|                           | Parents                     |            | 4.4                  | 90.2%               | 7.6%               | 2.1%                |
|                           | Teachers                    |            | 3.9                  | 76.0%               | 15.9%              | 8.0%                |
|                           | School Support Staff        |            | 4.2                  | 82.5%               | 13.0%              | 4.3%                |
|                           | Instructional Support Staff |            | 4.0                  | 77.4%               | 16.7%              | 5.7%                |

| Dimension | Group | Percent Positive Response |
|-----------|-------|---------------------------|
|-----------|-------|---------------------------|

**A. Safety****B. Well-Being****C. Satisfaction****D. Involvement/Engagement**

| Dimension                 | Group                       |        | Percent (%) Response |                     |                    |                     |
|---------------------------|-----------------------------|--------|----------------------|---------------------|--------------------|---------------------|
|                           |                             |        | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Students                    | Middle | 3.7                  | 60.9%               | 30.7%              | 8.2%                |
|                           | Parents                     |        | 4.1                  | 81.8%               | 12.1%              | 6.0%                |
|                           | Teachers                    |        | 3.9                  | 76.6%               | 14.4%              | 8.9%                |
|                           | School Support Staff        |        | 4.1                  | 81.1%               | 12.9%              | 5.9%                |
|                           | Instructional Support Staff |        | 3.9                  | 75.6%               | 15.7%              | 8.5%                |
| B. Well-Being             | Students                    | Middle | --                   | --                  | --                 | --                  |
|                           | Parents                     |        | 4.2                  | 88.0%               | 9.3%               | 2.5%                |
|                           | Teachers                    |        | 4.0                  | 78.1%               | 13.2%              | 8.6%                |
|                           | School Support Staff        |        | 4.2                  | 82.3%               | 12.6%              | 5.0%                |
|                           | Instructional Support Staff |        | 4.0                  | 78.1%               | 14.3%              | 7.5%                |
| C. Satisfaction           | Students                    | Middle | --                   | --                  | --                 | --                  |
|                           | Parents                     |        | 4.1                  | 82.6%               | 12.9%              | 4.4%                |
|                           | Teachers                    |        | 3.8                  | 72.5%               | 16.9%              | 10.4%               |
|                           | School Support Staff        |        | 4.1                  | 81.5%               | 14.5%              | 3.8%                |
|                           | Instructional Support Staff |        | 3.9                  | 75.1%               | 16.9%              | 7.8%                |
| D. Involvement/Engagement | Students                    | Middle | --                   | --                  | --                 | --                  |
|                           | Parents                     |        | 4.0                  | 78.2%               | 17.1%              | 4.5%                |
|                           | Teachers                    |        | 3.9                  | 74.4%               | 16.3%              | 9.2%                |
|                           | School Support Staff        |        | 4.1                  | 81.3%               | 14.6%              | 4.0%                |
|                           | Instructional Support Staff |        | 4.0                  | 76.5%               | 16.3%              | 7.0%                |



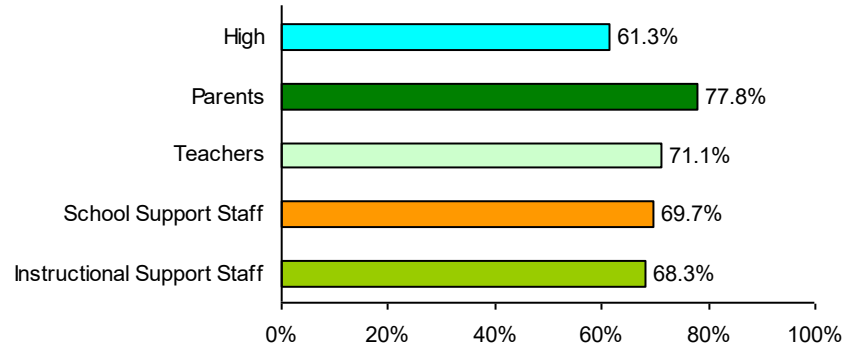
# SQS State Summary Table

High

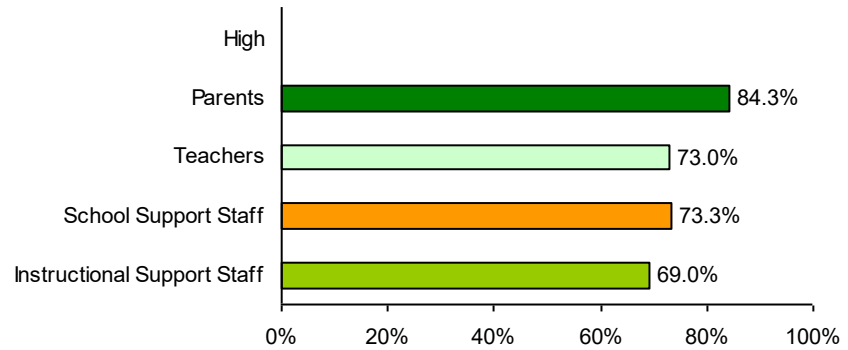
| Dimension                 | Group                       |      | Percent (%) Response |                     |                    |                     |
|---------------------------|-----------------------------|------|----------------------|---------------------|--------------------|---------------------|
|                           |                             |      | Average<br>(5-1)     | Positive<br>(> 3.0) | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Students                    | High | 3.7                  | 61.3%               | 32.5%              | 6.1%                |
|                           | Parents                     |      | 4.0                  | 77.8%               | 15.8%              | 6.3%                |
|                           | Teachers                    |      | 3.8                  | 71.1%               | 17.1%              | 11.7%               |
|                           | School Support Staff        |      | 3.8                  | 69.7%               | 18.6%              | 11.6%               |
|                           | Instructional Support Staff |      | 3.7                  | 68.3%               | 20.6%              | 11.0%               |
| B. Well-Being             | Students                    | High | --                   | --                  | --                 | --                  |
|                           | Parents                     |      | 4.1                  | 84.3%               | 11.7%              | 3.8%                |
|                           | Teachers                    |      | 3.8                  | 73.0%               | 15.6%              | 11.2%               |
|                           | School Support Staff        |      | 3.9                  | 73.3%               | 16.8%              | 9.7%                |
|                           | Instructional Support Staff |      | 3.8                  | 69.0%               | 20.7%              | 10.1%               |
| C. Satisfaction           | Students                    | High | --                   | --                  | --                 | --                  |
|                           | Parents                     |      | 4.0                  | 77.5%               | 15.3%              | 7.0%                |
|                           | Teachers                    |      | 3.7                  | 68.0%               | 19.1%              | 12.7%               |
|                           | School Support Staff        |      | 3.8                  | 70.6%               | 19.9%              | 9.4%                |
|                           | Instructional Support Staff |      | 3.7                  | 67.3%               | 22.4%              | 10.2%               |
| D. Involvement/Engagement | Students                    | High | --                   | --                  | --                 | --                  |
|                           | Parents                     |      | 3.9                  | 71.8%               | 21.0%              | 7.1%                |
|                           | Teachers                    |      | 3.7                  | 70.0%               | 18.0%              | 11.8%               |
|                           | School Support Staff        |      | 3.9                  | 71.4%               | 19.7%              | 8.8%                |
|                           | Instructional Support Staff |      | 3.8                  | 67.6%               | 23.1%              | 9.1%                |

| Dimension | Group | Percent Positive Response |
|-----------|-------|---------------------------|
|-----------|-------|---------------------------|

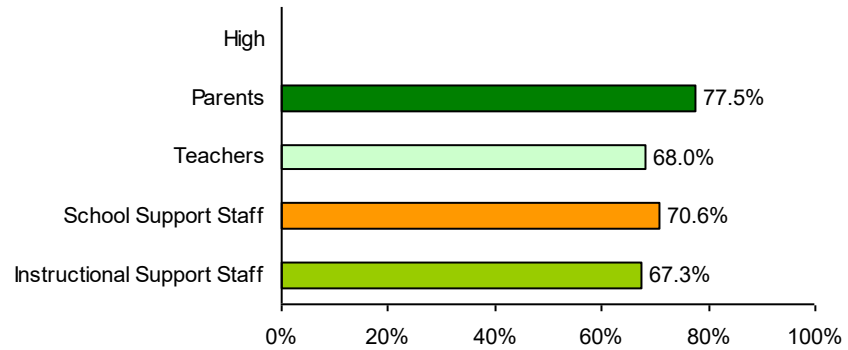
**A. Safety**



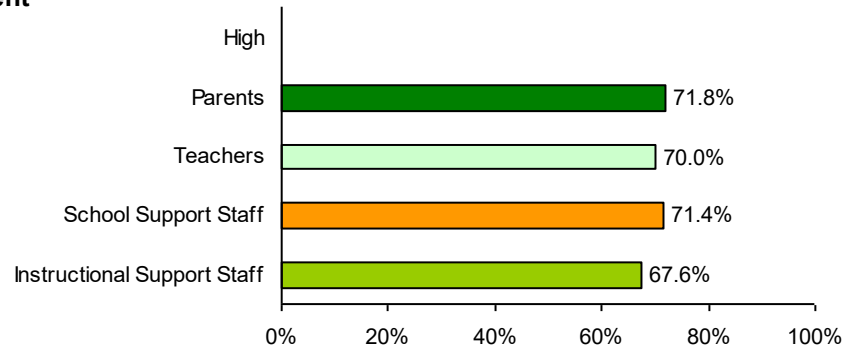
**B. Well-Being**



**C. Satisfaction**



**D. Involvement/Engagement**



# SQS State Summary Table

# Multi-level

| Dimension                 | Group                       |            | Average<br>(5-1) | Percent (%) Response |                    |                     |
|---------------------------|-----------------------------|------------|------------------|----------------------|--------------------|---------------------|
|                           |                             |            |                  | Positive<br>(> 3.0)  | Neutral<br>(= 3.0) | Negative<br>(< 3.0) |
| A. Safety                 | Students                    | Elementary | 3.9              | 70.5%                | 19.3%              | 10.1%               |
|                           |                             | Middle     | 3.7              | 61.7%                | 29.0%              | 9.2%                |
|                           |                             | High       | 3.6              | 58.5%                | 33.9%              | 7.4%                |
|                           | Parents                     |            | 4.1              | 79.9%                | 12.6%              | 7.3%                |
|                           | Teachers                    |            | 3.9              | 73.1%                | 15.2%              | 11.5%               |
|                           | School Support Staff        |            | 4.0              | 76.4%                | 16.9%              | 6.6%                |
|                           | Instructional Support Staff |            | 3.9              | 74.0%                | 18.2%              | 7.6%                |
| B. Well-Being             | Students                    | Elementary | --               | --                   | --                 | --                  |
|                           |                             | Middle     | --               | --                   | --                 | --                  |
|                           |                             | High       | --               | --                   | --                 | --                  |
|                           | Parents                     |            | 4.3              | 88.4%                | 8.3%               | 3.1%                |
|                           | Teachers                    |            | 3.9              | 75.1%                | 13.9%              | 10.9%               |
|                           | School Support Staff        |            | 4.1              | 78.2%                | 17.4%              | 4.2%                |
|                           | Instructional Support Staff |            | 4.0              | 76.9%                | 16.8%              | 6.1%                |
| C. Satisfaction           | Students                    | Elementary | --               | --                   | --                 | --                  |
|                           |                             | Middle     | --               | --                   | --                 | --                  |
|                           |                             | High       | --               | --                   | --                 | --                  |
|                           | Parents                     |            | 4.1              | 81.8%                | 11.6%              | 6.4%                |
|                           | Teachers                    |            | 3.8              | 70.0%                | 17.2%              | 12.7%               |
|                           | School Support Staff        |            | 4.0              | 75.3%                | 20.3%              | 4.3%                |
|                           | Instructional Support Staff |            | 3.9              | 72.2%                | 19.6%              | 8.0%                |
| D. Involvement/Engagement | Students                    | Elementary | --               | --                   | --                 | --                  |
|                           |                             | Middle     | --               | --                   | --                 | --                  |
|                           |                             | High       | --               | --                   | --                 | --                  |
|                           | Parents                     |            | 4.2              | 83.0%                | 12.0%              | 4.9%                |
|                           | Teachers                    |            | 3.9              | 74.3%                | 14.4%              | 11.2%               |
|                           | School Support Staff        |            | 4.1              | 77.9%                | 19.3%              | 2.7%                |
|                           | Instructional Support Staff |            | 3.9              | 74.5%                | 19.2%              | 6.2%                |



## Elementary School Student Survey

### A. Safety

|                                                                                            | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3)  | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|--------------------------------------------------------------------------------------------|-----------------------|-----------------|-----------------|-----------------|--------------------------|-----------------|----------------|
| 1. I feel safe at school.                                                                  | 13,570<br>37.6%       | 12,495<br>34.6% | 7,500<br>20.8%  | 1,561<br>4.3%   | 936<br>2.6%              | 36,062<br>100%  | 4.0            |
| 2. I feel safe from the mean kids at my school.                                            | 8,461<br>23.6%        | 9,970<br>27.8%  | 9,779<br>27.3%  | 4,482<br>12.5%  | 3,160<br>8.8%            | 35,852<br>100%  | 3.4            |
| 3. There are clear rules to ensure students' safety at school.                             | 14,628<br>40.7%       | 13,885<br>38.7% | 5,891<br>16.4%  | 1,007<br>2.8%   | 511<br>1.4%              | 35,922<br>100%  | 4.1            |
| 4. Adults at my school clearly tell students what would happen if they break school rules. | 13,355<br>37.3%       | 13,793<br>38.5% | 6,250<br>17.5%  | 1,585<br>4.4%   | 831<br>2.3%              | 35,814<br>100%  | 4.0            |
| 5. I know what to do if I don't feel safe or if there is danger at school.                 | 13,089<br>36.3%       | 12,699<br>35.3% | 6,771<br>18.8%  | 2,169<br>6.0%   | 1,293<br>3.6%            | 36,021<br>100%  | 3.9            |
| 6. If I ever got sick at school, someone would take care of me.                            | 12,989<br>36.2%       | 12,183<br>33.9% | 7,030<br>19.6%  | 2,342<br>6.5%   | 1,377<br>3.8%            | 35,921<br>100%  | 3.9            |
| 7. I feel the school buildings are safe for students.                                      | 12,568<br>35.1%       | 13,547<br>37.8% | 7,162<br>20.0%  | 1,557<br>4.3%   | 1,020<br>2.8%            | 35,854<br>100%  | 4.0            |
| <b>Dimension Totals:</b>                                                                   | 88,660<br>35.3%       | 88,572<br>35.2% | 50,383<br>20.0% | 14,703<br>5.8%  | 9,128<br>3.6%            | 251,446<br>100% | 3.9            |

## Middle/Intermediate School Student Survey

### A. Safety

|                                                                                            | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3)  | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|--------------------------------------------------------------------------------------------|-----------------------|-----------------|-----------------|-----------------|--------------------------|-----------------|----------------|
| 1. I feel safe at school.                                                                  | 5,149<br>18.4%        | 10,572<br>37.7% | 10,005<br>35.7% | 1,547<br>5.5%   | 738<br>2.6%              | 28,011<br>100%  | 3.6            |
| 2. I feel safe from the bullying behavior of students at my school.                        | 4,413<br>15.8%        | 8,724<br>31.3%  | 10,349<br>37.1% | 3,140<br>11.3%  | 1,246<br>4.5%            | 27,872<br>100%  | 3.4            |
| 3. There are clear rules to ensure students' safety at school.                             | 5,905<br>21.2%        | 12,387<br>44.4% | 8,060<br>28.9%  | 1,129<br>4.0%   | 397<br>1.4%              | 27,878<br>100%  | 3.8            |
| 4. Adults at my school clearly tell students what would happen if they break school rules. | 8,346<br>29.9%        | 12,491<br>44.8% | 5,775<br>20.7%  | 939<br>3.4%     | 344<br>1.2%              | 27,895<br>100%  | 4.0            |
| 5. I know what to do if I don't feel safe or if there is danger at school.                 | 6,314<br>22.6%        | 11,701<br>41.9% | 7,589<br>27.2%  | 1,676<br>6.0%   | 659<br>2.4%              | 27,939<br>100%  | 3.8            |
| 6. If I ever got sick at school, someone would take care of me.                            | 6,248<br>22.4%        | 10,856<br>38.9% | 8,028<br>28.7%  | 1,949<br>7.0%   | 850<br>3.0%              | 27,931<br>100%  | 3.7            |
| 7. I feel the school grounds and facilities are safe for students.                         | 4,358<br>15.7%        | 11,841<br>42.5% | 9,777<br>35.1%  | 1,343<br>4.8%   | 511<br>1.8%              | 27,830<br>100%  | 3.7            |
| <b>Dimension Totals:</b>                                                                   | 40,733<br>20.9%       | 78,572<br>40.2% | 59,583<br>30.5% | 11,723<br>6.0%  | 4,745<br>2.4%            | 195,356<br>100% | 3.7            |

## High School Student Survey

### A. Safety

|                                                                                            | Strongly Agree<br>(5) | Agree<br>(4)     | Neutral<br>(3)  | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|--------------------------------------------------------------------------------------------|-----------------------|------------------|-----------------|-----------------|--------------------------|-----------------|----------------|
| 1. I feel safe at school.                                                                  | 6,154<br>17.0%        | 15,167<br>41.9%  | 13,030<br>36.0% | 1,183<br>3.3%   | 654<br>1.8%              | 36,188<br>100%  | 3.7            |
| 2. I feel safe from the bullying behavior of students at my school.                        | 6,547<br>18.2%        | 13,623<br>37.8%  | 12,690<br>35.2% | 2,287<br>6.3%   | 903<br>2.5%              | 36,050<br>100%  | 3.6            |
| 3. There are clear rules to ensure students' safety at school.                             | 6,615<br>18.3%        | 16,708<br>46.3%  | 11,200<br>31.0% | 1,125<br>3.1%   | 435<br>1.2%              | 36,083<br>100%  | 3.8            |
| 4. Adults at my school clearly tell students what would happen if they break school rules. | 8,185<br>22.7%        | 16,588<br>46.0%  | 9,647<br>26.7%  | 1,223<br>3.4%   | 430<br>1.2%              | 36,073<br>100%  | 3.9            |
| 5. I know what to do if I don't feel safe or if there is danger at school.                 | 6,624<br>18.4%        | 15,820<br>43.8%  | 10,931<br>30.3% | 2,001<br>5.5%   | 715<br>2.0%              | 36,091<br>100%  | 3.7            |
| 6. If I ever got sick at school, someone would take care of me.                            | 6,442<br>17.8%        | 14,207<br>39.3%  | 12,221<br>33.8% | 2,262<br>6.3%   | 977<br>2.7%              | 36,109<br>100%  | 3.6            |
| 7. I feel the school grounds and facilities are safe for students.                         | 5,168<br>14.3%        | 16,231<br>45.0%  | 12,914<br>35.8% | 1,239<br>3.4%   | 513<br>1.4%              | 36,065<br>100%  | 3.7            |
| <b>Dimension Totals:</b>                                                                   | 45,735<br>18.1%       | 108,344<br>42.9% | 82,633<br>32.7% | 11,320<br>4.5%  | 4,627<br>1.8%            | 252,659<br>100% | 3.7            |

## Parent Survey

### A. Safety

|                                                                                                                                                                | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|-----------------|----------------|
| 1. My child feels safe when participating in class/school activities.                                                                                          | 21,164<br>56.2%       | 13,911<br>36.9% | 1,997<br>5.3%  | 418<br>1.1%     | 175<br>0.5%              | 37,665<br>100%  | 4.5            |
| 2. This school encourages respect among teachers, students, parents, and administrators.                                                                       | 21,291<br>56.6%       | 13,172<br>35.0% | 2,366<br>6.3%  | 550<br>1.5%     | 259<br>0.7%              | 37,638<br>100%  | 4.5            |
| 3. My child has NOT been threatened, intimidated, or harassed in this school (whether in person or online).                                                    | 17,088<br>45.6%       | 12,215<br>32.6% | 3,706<br>9.9%  | 3,164<br>8.4%   | 1,299<br>3.5%            | 37,472<br>100%  | 4.1            |
| 4. If my child has been threatened, intimidated, or harassed in this school (whether in person or online), the school has addressed the issue.                 | 11,155<br>37.2%       | 9,322<br>31.1%  | 7,318<br>24.4% | 1,347<br>4.5%   | 874<br>2.9%              | 30,016<br>100%  | 4.0            |
| 5. My child's school has clear rules to maintain students' safety while attending class. (If your child is not attending school in person, please choose N/A.) | 20,451<br>54.5%       | 14,129<br>37.6% | 2,319<br>6.2%  | 444<br>1.2%     | 190<br>0.5%              | 37,533<br>100%  | 4.4            |
| <b>Dimension Totals:</b>                                                                                                                                       | 91,149<br>50.5%       | 62,749<br>34.8% | 17,706<br>9.8% | 5,923<br>3.3%   | 2,797<br>1.6%            | 180,324<br>100% | 4.3            |

### B. Well-Being

|                                                                          | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|--------------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|-----------------|----------------|
| 6. My child has school friends who care about my child.                  | 20,956<br>55.8%       | 13,722<br>36.5% | 2,495<br>6.6%  | 282<br>0.8%     | 128<br>0.3%              | 37,583<br>100%  | 4.5            |
| 7. My child's teachers provide help on classwork when my child needs it. | 21,117<br>56.2%       | 13,073<br>34.8% | 2,589<br>6.9%  | 598<br>1.6%     | 212<br>0.6%              | 37,589<br>100%  | 4.4            |
| 8. School personnel treat my child fairly.                               | 19,943<br>53.0%       | 14,085<br>37.5% | 2,753<br>7.3%  | 564<br>1.5%     | 260<br>0.7%              | 37,605<br>100%  | 4.4            |
| <b>Dimension Totals:</b>                                                 | 62,016<br>55.0%       | 40,880<br>36.2% | 7,837<br>6.9%  | 1,444<br>1.3%   | 600<br>0.5%              | 112,777<br>100% | 4.4            |

### C. Satisfaction

|                                                                                                                                            | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|-----------------|----------------|
| 9. I am satisfied with the education my child is receiving.                                                                                | 18,452<br>49.1%       | 14,098<br>37.5% | 3,510<br>9.3%  | 1,063<br>2.8%   | 483<br>1.3%              | 37,606<br>100%  | 4.3            |
| 10. I am satisfied with the quality of resources for learning provided to my child and our family.                                         | 18,105<br>48.1%       | 14,227<br>37.8% | 3,768<br>10.0% | 1,042<br>2.8%   | 465<br>1.2%              | 37,607<br>100%  | 4.3            |
| 11. I am satisfied with the printed materials, e-mail/online, phone/text, or in-person meetings used by the school to communicate with me. | 19,525<br>52.5%       | 13,867<br>37.3% | 2,734<br>7.3%  | 769<br>2.1%     | 328<br>0.9%              | 37,223<br>100%  | 4.4            |
| 12. My child's teachers seek ways to improve my child's academic progress.                                                                 | 19,108<br>51.4%       | 12,978<br>34.9% | 3,833<br>10.3% | 915<br>2.5%     | 341<br>0.9%              | 37,175<br>100%  | 4.3            |
| <b>Dimension Totals:</b>                                                                                                                   | 75,190<br>50.3%       | 55,170<br>36.9% | 13,845<br>9.3% | 3,789<br>2.5%   | 1,617<br>1.1%            | 149,611<br>100% | 4.3            |

### D. Involvement/Engagement

|                                                                                                                                     | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3)  | Disagree<br>(2) | Strongly Disagree<br>(1) | N               | Average Rating |
|-------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|-----------------|-----------------|--------------------------|-----------------|----------------|
| 13. If I have concerns, I am supported by school administrators.                                                                    | 17,683<br>47.8%       | 13,433<br>36.3% | 4,650<br>12.6%  | 755<br>2.0%     | 466<br>1.3%              | 36,987<br>100%  | 4.3            |
| 14. The school staff makes me feel welcome.                                                                                         | 19,964<br>53.7%       | 13,141<br>35.4% | 3,247<br>8.7%   | 487<br>1.3%     | 307<br>0.8%              | 37,146<br>100%  | 4.4            |
| 15. The school gives me opportunities to participate in important decisions about my child's education.                             | 17,905<br>48.3%       | 13,644<br>36.8% | 4,330<br>11.7%  | 861<br>2.3%     | 355<br>1.0%              | 37,095<br>100%  | 4.3            |
| 16. My child's teachers work with me to improve my child's learning.                                                                | 18,466<br>50.6%       | 12,501<br>34.3% | 4,192<br>11.5%  | 907<br>2.5%     | 413<br>1.1%              | 36,479<br>100%  | 4.3            |
| 17. The school provides parent activities (webinars, chats, social media accounts, volunteer opportunities) for parent involvement. | 17,538<br>47.3%       | 13,917<br>37.6% | 4,374<br>11.8%  | 891<br>2.4%     | 323<br>0.9%              | 37,043<br>100%  | 4.3            |
| 18. I speak with my child's teachers or other staff, when needed.                                                                   | 20,019<br>54.0%       | 13,979<br>37.7% | 2,636<br>7.1%   | 339<br>0.9%     | 129<br>0.3%              | 37,102<br>100%  | 4.4            |
| 19. In the past year, I have attended virtual (or in person) activities provided by the school for parent involvement.              | 16,680<br>45.4%       | 12,484<br>34.0% | 5,254<br>14.3%  | 1,718<br>4.7%   | 568<br>1.5%              | 36,704<br>100%  | 4.2            |
| <b>Dimension Totals:</b>                                                                                                            | 128,255<br>49.6%      | 93,099<br>36.0% | 28,683<br>11.1% | 5,958<br>2.3%   | 2,561<br>1.0%            | 258,556<br>100% | 4.3            |

## Teacher Survey

### A. Safety

|                                                                      | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|----------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 1. I feel safe at school.                                            | 3,531<br>39.8%        | 4,132<br>46.5%  | 785<br>8.8%    | 318<br>3.6%     | 117<br>1.3%              | 8,883<br>100%  | 4.2            |
| 2. The school effectively handles staff discipline problems.         | 1,729<br>20.1%        | 3,422<br>39.8%  | 2,066<br>24.0% | 959<br>11.2%    | 418<br>4.9%              | 8,594<br>100%  | 3.6            |
| 3. I feel safe from harassment, intimidation, and threats at school. | 3,289<br>37.1%        | 3,669<br>41.4%  | 1,093<br>12.3% | 564<br>6.4%     | 248<br>2.8%              | 8,863<br>100%  | 4.0            |
| 4. I feel the grounds and facilities at school are safe for staff.   | 2,980<br>33.6%        | 4,105<br>46.3%  | 1,140<br>12.9% | 502<br>5.7%     | 144<br>1.6%              | 8,871<br>100%  | 4.0            |
| 5. The established safety policies at school make me feel safe.      | 2,595<br>29.3%        | 4,251<br>48.0%  | 1,401<br>15.8% | 462<br>5.2%     | 147<br>1.7%              | 8,856<br>100%  | 4.0            |
| 6. My school has clear rules for staff behavior.                     | 2,348<br>26.5%        | 4,083<br>46.1%  | 1,418<br>16.0% | 739<br>8.3%     | 276<br>3.1%              | 8,864<br>100%  | 3.8            |
| <b>Dimension Totals:</b>                                             | 16,472<br>31.1%       | 23,662<br>44.7% | 7,903<br>14.9% | 3,544<br>6.7%   | 1,350<br>2.6%            | 52,931<br>100% | 4.0            |

### B. Well-Being

|                                                                                     | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|-------------------------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 7. I have colleagues at school who care about me.                                   | 4,866<br>54.8%        | 3,461<br>39.0%  | 448<br>5.0%    | 72<br>0.8%      | 35<br>0.4%               | 8,882<br>100%  | 4.5            |
| 8. My leadership provides me with effective advice when I have problems on the job. | 2,720<br>31.0%        | 3,720<br>42.4%  | 1,461<br>16.7% | 581<br>6.6%     | 291<br>3.3%              | 8,773<br>100%  | 3.9            |
| 9. My school provides me with the support I need to do my job well.                 | 2,519<br>28.4%        | 4,006<br>45.2%  | 1,405<br>15.8% | 657<br>7.4%     | 284<br>3.2%              | 8,871<br>100%  | 3.9            |
| 10. I feel staff are treated fairly at school.                                      | 2,164<br>24.4%        | 3,595<br>40.6%  | 1,677<br>18.9% | 906<br>10.2%    | 522<br>5.9%              | 8,864<br>100%  | 3.7            |
| <b>Dimension Totals:</b>                                                            | 12,269<br>34.7%       | 14,782<br>41.8% | 4,991<br>14.1% | 2,216<br>6.3%   | 1,132<br>3.2%            | 35,390<br>100% | 4.0            |

## Teacher Survey

### C. Satisfaction

|                                                                                                             | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|-------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 11. I enjoy working at my school.                                                                           | 3,619<br>40.8%        | 3,860<br>43.5%  | 1,043<br>11.7% | 253<br>2.9%     | 102<br>1.1%              | 8,877<br>100%  | 4.2            |
| 12. I am satisfied with the quality of resources the school provides to teachers and students for learning. | 2,341<br>26.4%        | 4,090<br>46.1%  | 1,531<br>17.3% | 688<br>7.8%     | 224<br>2.5%              | 8,874<br>100%  | 3.9            |
| 13. I am satisfied with the professional development opportunities the school provides for me.              | 2,119<br>24.0%        | 3,845<br>43.5%  | 1,792<br>20.3% | 781<br>8.8%     | 293<br>3.3%              | 8,830<br>100%  | 3.8            |
| 14. I am satisfied with the respect and value my school gives to my role.                                   | 2,717<br>30.6%        | 3,855<br>43.5%  | 1,326<br>14.9% | 641<br>7.2%     | 331<br>3.7%              | 8,870<br>100%  | 3.9            |
| 15. I am satisfied with the opportunities I have to contribute to policy decisions that affect my school.   | 2,035<br>23.2%        | 3,707<br>42.2%  | 1,899<br>21.6% | 740<br>8.4%     | 405<br>4.6%              | 8,786<br>100%  | 3.7            |
| <b>Dimension Totals:</b>                                                                                    | 12,831<br>29.0%       | 19,357<br>43.8% | 7,591<br>17.2% | 3,103<br>7.0%   | 1,355<br>3.1%            | 44,237<br>100% | 3.9            |

### D. Involvement/Engagement

|                                                                                                                                                                | Strongly Agree<br>(5) | Agree<br>(4)    | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 16. If I have concerns, my leadership responds in a timely manner.                                                                                             | 2,597<br>29.4%        | 3,781<br>42.8%  | 1,471<br>16.7% | 662<br>7.5%     | 320<br>3.6%              | 8,831<br>100%  | 3.9            |
| 17. I am proud of the events, meetings, or programs my school provides.                                                                                        | 2,745<br>31.0%        | 4,264<br>48.2%  | 1,380<br>15.6% | 348<br>3.9%     | 113<br>1.3%              | 8,850<br>100%  | 4.0            |
| 18. For teachers/staff, I feel comfortable speaking to my school administrator; for principals, I feel comfortable speaking to my Complex Area Superintendent. | 2,970<br>33.6%        | 3,583<br>40.6%  | 1,282<br>14.5% | 597<br>6.8%     | 404<br>4.6%              | 8,836<br>100%  | 3.9            |
| 19. I can offer my opinions freely on ways to make improvements at my school.                                                                                  | 2,306<br>26.1%        | 3,826<br>43.3%  | 1,659<br>18.8% | 705<br>8.0%     | 347<br>3.9%              | 8,843<br>100%  | 3.8            |
| 20. I feel I am an integral, vital part of the educational community in which I work.                                                                          | 2,596<br>29.2%        | 4,118<br>46.4%  | 1,481<br>16.7% | 474<br>5.3%     | 214<br>2.4%              | 8,883<br>100%  | 3.9            |
| <b>Dimension Totals:</b>                                                                                                                                       | 13,214<br>29.9%       | 19,572<br>44.2% | 7,273<br>16.4% | 2,786<br>6.3%   | 1,398<br>3.2%            | 44,243<br>100% | 3.9            |

## School Support Staff Survey

### A. Safety

|                                                                      | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|----------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 1. I feel safe at school.                                            | 1,319<br>50.9%        | 930<br>35.9%   | 242<br>9.3%    | 60<br>2.3%      | 41<br>1.6%               | 2,592<br>100%  | 4.3            |
| 2. The school effectively handles staff discipline problems.         | 794<br>31.4%          | 977<br>38.6%   | 472<br>18.6%   | 173<br>6.8%     | 116<br>4.6%              | 2,532<br>100%  | 3.9            |
| 3. I feel safe from harassment, intimidation, and threats at school. | 1,149<br>44.4%        | 943<br>36.5%   | 299<br>11.6%   | 130<br>5.0%     | 66<br>2.6%               | 2,587<br>100%  | 4.2            |
| 4. I feel the grounds and facilities at school are safe for staff.   | 1,024<br>39.5%        | 1,119<br>43.1% | 295<br>11.4%   | 110<br>4.2%     | 46<br>1.8%               | 2,594<br>100%  | 4.1            |
| 5. The established safety policies at school make me feel safe.      | 1,011<br>39.1%        | 1,098<br>42.5% | 347<br>13.4%   | 97<br>3.8%      | 33<br>1.3%               | 2,586<br>100%  | 4.1            |
| 6. My school has clear rules for staff behavior.                     | 900<br>34.9%          | 1,056<br>40.9% | 401<br>15.5%   | 155<br>6.0%     | 70<br>2.7%               | 2,582<br>100%  | 4.0            |
| <b>Dimension Totals:</b>                                             | 6,197<br>40.1%        | 6,123<br>39.6% | 2,056<br>13.3% | 725<br>4.7%     | 372<br>2.4%              | 15,473<br>100% | 4.1            |

### B. Well-Being

|                                                                                     | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|-------------------------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 7. I have colleagues at school who care about me.                                   | 1,352<br>52.3%        | 998<br>38.6%   | 203<br>7.8%    | 20<br>0.8%      | 14<br>0.5%               | 2,587<br>100%  | 4.4            |
| 8. My leadership provides me with effective advice when I have problems on the job. | 1,088<br>42.5%        | 974<br>38.0%   | 343<br>13.4%   | 91<br>3.6%      | 65<br>2.5%               | 2,561<br>100%  | 4.1            |
| 9. My school provides me with the support I need to do my job well.                 | 1,061<br>41.1%        | 1,002<br>38.8% | 366<br>14.2%   | 96<br>3.7%      | 55<br>2.1%               | 2,580<br>100%  | 4.1            |
| 10. I feel staff are treated fairly at school.                                      | 886<br>34.4%          | 941<br>36.5%   | 456<br>17.7%   | 183<br>7.1%     | 110<br>4.3%              | 2,576<br>100%  | 3.9            |
| <b>Dimension Totals:</b>                                                            | 4,387<br>42.6%        | 3,915<br>38.0% | 1,368<br>13.3% | 390<br>3.8%     | 244<br>2.4%              | 10,304<br>100% | 4.1            |

## School Support Staff Survey

### C. Satisfaction

|                                                                                                             | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|-------------------------------------------------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 11. I enjoy working at my school.                                                                           | 1,358<br>52.6%        | 891<br>34.5%   | 265<br>10.3%   | 41<br>1.6%      | 25<br>1.0%               | 2,580<br>100%  | 4.4            |
| 12. I am satisfied with the quality of resources the school provides to teachers and students for learning. | 899<br>37.0%          | 1,059<br>43.5% | 386<br>15.9%   | 63<br>2.6%      | 25<br>1.0%               | 2,432<br>100%  | 4.1            |
| 13. I am satisfied with the professional development opportunities the school provides for me.              | 808<br>33.0%          | 990<br>40.4%   | 498<br>20.3%   | 110<br>4.5%     | 42<br>1.7%               | 2,448<br>100%  | 4.0            |
| 14. I am satisfied with the respect and value my school gives to my role.                                   | 1,028<br>39.9%        | 977<br>37.9%   | 380<br>14.7%   | 122<br>4.7%     | 70<br>2.7%               | 2,577<br>100%  | 4.1            |
| 15. I am satisfied with the opportunities I have to contribute to policy decisions that affect my school.   | 904<br>36.8%          | 916<br>37.3%   | 457<br>18.6%   | 117<br>4.8%     | 62<br>2.5%               | 2,456<br>100%  | 4.0            |
| <b>Dimension Totals:</b>                                                                                    | 4,997<br>40.0%        | 4,833<br>38.7% | 1,986<br>15.9% | 453<br>3.6%     | 224<br>1.8%              | 12,493<br>100% | 4.1            |

### D. Involvement/Engagement

|                                                                                                                                                                | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 16. If I have concerns, my leadership responds in a timely manner.                                                                                             | 1,015<br>39.5%        | 1,001<br>39.0% | 368<br>14.3%   | 116<br>4.5%     | 67<br>2.6%               | 2,567<br>100%  | 4.1            |
| 17. I am proud of the events, meetings, or programs my school provides.                                                                                        | 1,031<br>40.5%        | 1,048<br>41.2% | 393<br>15.5%   | 43<br>1.7%      | 28<br>1.1%               | 2,543<br>100%  | 4.2            |
| 18. For teachers/staff, I feel comfortable speaking to my school administrator; for principals, I feel comfortable speaking to my Complex Area Superintendent. | 1,062<br>43.5%        | 895<br>36.7%   | 338<br>13.8%   | 86<br>3.5%      | 61<br>2.5%               | 2,442<br>100%  | 4.2            |
| 19. I can offer my opinions freely on ways to make improvements at my school.                                                                                  | 986<br>38.9%          | 972<br>38.4%   | 411<br>16.2%   | 103<br>4.1%     | 60<br>2.4%               | 2,532<br>100%  | 4.1            |
| 20. I feel I am an integral, vital part of the educational community in which I work.                                                                          | 1,019<br>40.2%        | 1,000<br>39.5% | 419<br>16.5%   | 57<br>2.3%      | 37<br>1.5%               | 2,532<br>100%  | 4.1            |
| <b>Dimension Totals:</b>                                                                                                                                       | 5,113<br>40.5%        | 4,916<br>39.0% | 1,929<br>15.3% | 405<br>3.2%     | 253<br>2.0%              | 12,616<br>100% | 4.1            |

## Instructional Support Staff Survey

### A. Safety

|                                                                      | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|----------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 1. I feel safe at school.                                            | 1,438<br>44.1%        | 1,388<br>42.5% | 318<br>9.7%    | 92<br>2.8%      | 28<br>0.9%               | 3,264<br>100%  | 4.3            |
| 2. The school effectively handles staff discipline problems.         | 672<br>21.5%          | 1,196<br>38.2% | 825<br>26.3%   | 328<br>10.5%    | 111<br>3.5%              | 3,132<br>100%  | 3.6            |
| 3. I feel safe from harassment, intimidation, and threats at school. | 1,260<br>38.6%        | 1,332<br>40.8% | 428<br>13.1%   | 190<br>5.8%     | 51<br>1.6%               | 3,261<br>100%  | 4.1            |
| 4. I feel the grounds and facilities at school are safe for staff.   | 1,120<br>34.4%        | 1,540<br>47.3% | 421<br>12.9%   | 143<br>4.4%     | 32<br>1.0%               | 3,256<br>100%  | 4.1            |
| 5. The established safety policies at school make me feel safe.      | 1,057<br>32.5%        | 1,520<br>46.7% | 513<br>15.8%   | 134<br>4.1%     | 28<br>0.9%               | 3,252<br>100%  | 4.1            |
| 6. My school has clear rules for staff behavior.                     | 934<br>28.8%          | 1,426<br>43.9% | 545<br>16.8%   | 266<br>8.2%     | 77<br>2.4%               | 3,248<br>100%  | 3.9            |
| <b>Dimension Totals:</b>                                             | 6,481<br>33.4%        | 8,402<br>43.3% | 3,050<br>15.7% | 1,153<br>5.9%   | 327<br>1.7%              | 19,413<br>100% | 4.0            |

### B. Well-Being

|                                                                                     | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|-------------------------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 7. I have colleagues at school who care about me.                                   | 1,802<br>55.2%        | 1,259<br>38.5% | 183<br>5.6%    | 14<br>0.4%      | 8<br>0.2%                | 3,266<br>100%  | 4.5            |
| 8. My leadership provides me with effective advice when I have problems on the job. | 1,093<br>34.1%        | 1,290<br>40.2% | 573<br>17.9%   | 169<br>5.3%     | 80<br>2.5%               | 3,205<br>100%  | 4.0            |
| 9. My school provides me with the support I need to do my job well.                 | 1,057<br>32.5%        | 1,375<br>42.3% | 578<br>17.8%   | 187<br>5.7%     | 57<br>1.8%               | 3,254<br>100%  | 4.0            |
| 10. I feel staff are treated fairly at school.                                      | 839<br>25.8%          | 1,234<br>38.0% | 701<br>21.6%   | 313<br>9.6%     | 162<br>5.0%              | 3,249<br>100%  | 3.7            |
| <b>Dimension Totals:</b>                                                            | 4,791<br>36.9%        | 5,158<br>39.8% | 2,035<br>15.7% | 683<br>5.3%     | 307<br>2.4%              | 12,974<br>100% | 4.0            |

## Instructional Support Staff Survey

### C. Satisfaction

|                                                                                                             | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|-------------------------------------------------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 11. I enjoy working at my school.                                                                           | 1,504<br>46.1%        | 1,337<br>41.0% | 354<br>10.9%   | 50<br>1.5%      | 16<br>0.5%               | 3,261<br>100%  | 4.3            |
| 12. I am satisfied with the quality of resources the school provides to teachers and students for learning. | 927<br>28.6%          | 1,479<br>45.7% | 609<br>18.8%   | 182<br>5.6%     | 40<br>1.2%               | 3,237<br>100%  | 3.9            |
| 13. I am satisfied with the professional development opportunities the school provides for me.              | 826<br>26.5%          | 1,328<br>42.7% | 695<br>22.3%   | 204<br>6.6%     | 59<br>1.9%               | 3,112<br>100%  | 3.9            |
| 14. I am satisfied with the respect and value my school gives to my role.                                   | 1,076<br>33.1%        | 1,333<br>41.0% | 537<br>16.5%   | 231<br>7.1%     | 77<br>2.4%               | 3,254<br>100%  | 4.0            |
| 15. I am satisfied with the opportunities I have to contribute to policy decisions that affect my school.   | 829<br>27.2%          | 1,205<br>39.5% | 755<br>24.7%   | 189<br>6.2%     | 75<br>2.5%               | 3,053<br>100%  | 3.8            |
| <b>Dimension Totals:</b>                                                                                    | 5,162<br>32.4%        | 6,682<br>42.0% | 2,950<br>18.5% | 856<br>5.4%     | 267<br>1.7%              | 15,917<br>100% | 4.0            |

### D. Involvement/Engagement

|                                                                                                                                                                | Strongly Agree<br>(5) | Agree<br>(4)   | Neutral<br>(3) | Disagree<br>(2) | Strongly Disagree<br>(1) | N              | Average Rating |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------|----------------|-----------------|--------------------------|----------------|----------------|
| 16. If I have concerns, my leadership responds in a timely manner.                                                                                             | 1,058<br>32.8%        | 1,311<br>40.7% | 591<br>18.3%   | 191<br>5.9%     | 72<br>2.2%               | 3,223<br>100%  | 4.0            |
| 17. I am proud of the events, meetings, or programs my school provides.                                                                                        | 1,090<br>33.7%        | 1,493<br>46.1% | 557<br>17.2%   | 77<br>2.4%      | 19<br>0.6%               | 3,236<br>100%  | 4.1            |
| 18. For teachers/staff, I feel comfortable speaking to my school administrator; for principals, I feel comfortable speaking to my Complex Area Superintendent. | 1,154<br>36.0%        | 1,262<br>39.4% | 514<br>16.0%   | 191<br>6.0%     | 83<br>2.6%               | 3,204<br>100%  | 4.0            |
| 19. I can offer my opinions freely on ways to make improvements at my school.                                                                                  | 936<br>29.4%          | 1,266<br>39.7% | 700<br>22.0%   | 209<br>6.6%     | 74<br>2.3%               | 3,185<br>100%  | 3.9            |
| 20. I feel I am an integral, vital part of the educational community in which I work.                                                                          | 1,129<br>34.8%        | 1,439<br>44.4% | 535<br>16.5%   | 107<br>3.3%     | 34<br>1.0%               | 3,244<br>100%  | 4.1            |
| <b>Dimension Totals:</b>                                                                                                                                       | 5,367<br>33.4%        | 6,771<br>42.1% | 2,897<br>18.0% | 775<br>4.8%     | 282<br>1.8%              | 16,092<br>100% | 4.0            |