

# California School Climate Survey

Eastside Union Elementary  
2009-2010  
Special Education Report

This report was prepared for the district by WestEd, a research, development, and service agency, in collaboration with Duerr Evaluation Resources, under contract from the California Department of Education, Safe and Healthy Kids Program Office. For contract information, contact:

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# PREFACE

This report provides detailed results related to special education for each question in the district's 2009-10 administration of the *California School Climate Survey* (CSCS) to teachers, administrators, and other school staff, presented in tables organized by topic. The tables provide the results reported by staff who provide special education services to students with Individualized Education Programs (IEPs) compared to all other staff. Section IX of the report contains the results from those staff that completed the survey's Special Education Supports Module (SESM). To help in understanding and interpreting these results, review these findings along with the *CSCS Survey Content Guidebook* ([cscs.wested.org](http://cscs.wested.org)), *Workbook*, and other tools described below.

The CSCS, along with its companion *California Healthy Kids Survey*, administered at the same time to students, is a service of the California Department of Education (CDE). For additional information and resources, visit the survey websites: [chks.wested.org](http://chks.wested.org) and [cscs.wested.org](http://cscs.wested.org).

## **MEETING THE NEEDS OF STUDENTS WITH IEPs**

In 2007, California implemented a renewed Strategic Action Plan broadly aimed at examining practices related to teacher recruitment, training, and retention of teachers in special education. It became clear that in order to improve special education services to students with IEPs at the local level, more data was needed. To address this need, the CDE Division of Special Education funded the addition of a Special Education Supports Module (SESM) to the CSCS and the preparation of this report. To raise general public awareness of the needs of students with IEPs, and the staff that provide them services, state-level reports are also being prepared. These reports will provide a better understanding of how well schools are implementing programs and services for students with IEPs in fulfillment of the Strategic Action Plan as well as the requirements of No Child Left Behind.

## **SURVEY PURPOSE**

The CHKS and CSCS form the largest, most comprehensive effort in the nation to assess *local* students and staff on a regular basis to provide key data on learning barriers, engagement, and supports. The CSCS was developed by WestEd in 2004 for the CDE Safe and Healthy Kids Program Office to fulfill the requirement in the *No Child Left Behind Act* (NCLB) of 2001 Title IV that schools conduct an anonymous teacher survey related to student drug use and violence. Recognizing the opportunity this requirement presented, CDE expanded the content to collect data to guide school improvement efforts in general, and also made it possible for districts to add questions of their own choosing so that the survey could better meet local data needs. Because the results are anonymous and confidential, the survey provides staff with an opportunity to communicate honestly their perceptions about the school without repercussions. The data are provided to districts to guide their own efforts to improve schools and better meet the needs of students and staff.

The CSCS (as well as the CHKS) grew out of CDE's commitment to helping schools promote the successful cognitive, social, and emotional development of all students. Equally of concern is fostering positive school working environments, particularly to help address the growing problem of teacher retention. The CSCS report provides a perspective on the degree to which staff perceive their schools have safe, supportive, caring, collegial, challenging, and engaging learning and working environments with norms and standards that encourage academic success. Taken as a whole, the survey questions map to the three pillars emphasized by many school reform efforts — Rigor, Relevance, and Relationships. In conjunction with CHKS student data, the CSCS enriches a school's ability to create a positive school climate that promotes quality teaching, school connectedness and academic achievement, and well-being among both students and staff.

## **Closing the Achievement Gap**

In 2008-09, questions were added to provide better data to advance the efforts of schools to close the state's persistent racial/ethnic achievement gap (the CTAG Initiative). These questions, reported in Section IV assess the respect shown to students, equity and diversity, and cultural sensitivity.

## **Comparison with CHKS Results**

Another broad goal was to provide data from school staff comparable to student self-report information from the CHKS, so that districts can ascertain whether staff perceptions accurately reflect student behaviors and experiences. The *CSCS Guidebook to the Survey Questions* provides a crosswalk between CSCS and CHKS questions and discusses how they might be compared.

## ***SURVEY CONTENT OVERVIEW***

The questions were selected with the assistance of an advisory committee to assess the key school climate variables that research and theory indicated are most associated with successful learning and teaching. Like most school climate surveys, it focuses on individual behaviors; patterns of communication and interactions; and professional and student supports. For a detailed discussion of the significance of each question, see the *CSCS Survey Content Guidebook*.

Questions are divided into three modules. The first Core section is answered by all staff. Two additional modules target staff with responsibilities for *learning supports* and *special education*. These group-specific modules ask for more program- and issue-specific information that might not be known to other staff. Keep in mind that these two modules are answered only by sub-samples of all respondents. Tables 8.1 and 9.1 provide the number of staff who completed each of these modules.

### **Core Survey (Section 1)**

All staff answer the questions in the first part of the survey. It provides background information about the characteristics of the staff respondents that completed the survey (Tables 1.1-1.6), and assesses the following domains:

- How supportive and inviting is the learning and working environment in general (Tables 2.1 and 2.6);
- School norms and standards that promote achievement, including the rigor and relevance of instruction, shared sense of responsibility for school improvement, (Tables 2.2-2.5, 2.7);
- Supports, professional respect, and collegiality within the working environment, factors that surveys of California teachers has shown to be key to teacher retention, as well as facilities maintenance and parent involvement (Tables 2.5-2.10, 2.19-2.20);
- Staff and student safety (Tables 2.17-2.18);
- Student developmental supports — caring staff-student relationships, high expectations, and opportunities for meaningful participation and decision making— in the school environment that resilience research has linked to school (and life) success (Tables 3.1-3.10);
- Equity, respect, and cultural sensitivity, particularly germane for closing the achievement gap (4.1-4.13);
- Student behaviors that facilitate learning, including the degree to which students are ready and motivated to learn and are well-behaved (Tables 5.1-5.8);
- The level of problems the school experiences related to fourteen student behaviors or conditions (e.g., truancy, violence, bullying, substance use, mental health, and physical health) (Tables 6.1-6.8);

- The nature, communication, and enforcement of discipline-related rules/policies (Tables 7.1-7.5); and
- Staff professional development needs (Tables 2.12-16; 3.10, 4.10-4.13).

### **Learning Supports Module (LSM)**

The Learning Supports Module (Tables 8.1-8.24) consists of 23 questions that are answered only by “practitioners” who provide services or instruction related to health, prevention, discipline, safety, or counseling. These questions assess the level of student programs, supports, services, and teacher professional development. The results can be compared to the level of student need as indicated by staff perceptions of problems (from the first section of the CSCS) and student report (from the CHKS).

### **Special Education Supports Module (SESM)**

The Special Education Supports Module (Tables 9.1-9.25) consists of 24 questions designed to be answered only by staff who have responsibilities for teaching or providing related support services to students with Individualized Education Programs (IEPs). It provides data to better understand issues involving: (1) effectively meeting the needs of student with IEPs; and (2) recruiting and retaining special education staff. The SESM includes questions on educational and credentialing levels of the respondents and assesses for main areas:

- **Barriers to Effective Service Delivery.** Three questions assess whether the school works to reduce interruptions to instruction for students with Individualized Education Programs (IEPs), minimize paper work, and effectively schedule legally mandated special education activities.
- **Integration and Collaboration between Special and General Education.** Five questions assess the level to which the school integrates special education into its daily operations, encourages teaming between general and special education personnel, provides sufficient time for collaboration in service delivery, views service to students with IEPs as a shared responsibility among all staff, and promotes personnel participation in decision-making.
- **Expectations and Supports for Special Populations.** Five questions assess the level to which the school sets high expectations for students with IEPs; provides them, as needed, effective cultural and linguistic supports, alternative modes of communication, and complete state adopted instructional materials, and has sufficient resources to support special education programs and services.
- **Personnel Supports.** Seven questions assess a range of supports to special education staff: whether the school provides a positive working environment, relevant training for paraprofessionals, and adequate access to technology; whether it acknowledges their responsibilities and encourages them to continue in their roles; and whether it offers adequate compensation.

## ***SURVEY ADMINISTRATION AND SAMPLE***

The CSCS is an online survey administered in the same schools at the same time as the CHKS among all staff in grades 5 and above.<sup>1</sup> Schools administered the survey following detailed instructions provided by CDE. Staff participation was totally voluntary, anonymous, and confidential. The tables in Section 1 (Sample Characteristics) provide the number of respondents who completed the survey, their roles at the school (e.g., teacher, administrator, counselor), length of employment at the school and in their position, and their race/ethnicity. The staff in the Special Education column came from all staff who took the survey and indicated that they provided services at any level, to Special Education students.

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<sup>1</sup> In some instances, the survey is also administered on paper.

## **THE REPORT**

The tables are organized into nine topical areas, as outlined in the Table of Contents. Summary tables at the beginning of the report (identified by the letter “S” before the table number), provide key indicators in each area for a quick overview. The results side-by-side for the three traditional school types — elementary (grades 1-6), middle (grades 7-8), and high schools (grades 9-12) — as well as for nontraditional continuation schools that serve students at risk of school failure (ungraded, with 16 years being the earliest age of admittance).<sup>2</sup> The tables are especially useful for examining differences in school climate perceptions among special education staff between the major types of schools. Percentages are rounded off to the nearest whole number.

## **ADDRESSING THE NEEDS OF OTHER GROUPS AND CLOSING THE ACHIEVEMENT GAP**

This special education report is part of a larger effort to expand both the CHKS and CSCS to provide better data for identifying and meeting the needs of underperforming subgroups of students among California’s diverse population of students, particularly in closing the achievement gap (CTAG) that has long persisted between white students and non-Asian minorities. Other supplementary reports are being prepared examining how survey results vary among students based on their race/ethnicity, whether they are participating in the migrant education program, and whether they report indicators of poor mental health (depression risk or suicide contemplation). Each report is designed to support special state programs.

## **AIDS TO UNDERSTANDING AND USING THE DATA**

In addition to the *CSCS Survey Content Guidebook*, there are several other guides, workshops, and other aids to help you understand and use survey results. These are described and made available on the survey website. Two are particularly important.

- The CHKS *Data Use and Dissemination Guidebook* describes a step-by-step process for reviewing, analyzing, and disseminating your results as part of a data-driven decision making process for program improvement. Free call-in data use workshops for the CSCS are offered as well.
- A *Workbook on Improving School Climate and Closing the Achievement Gap* provides a practical guide to using the data in the framework of improving academic achievement and well-being among all students and closing the achievement gap. It provides examples of how to use the data to improve practice and policy within a special education program. A workshop accompanying this Workbook will be available in 2010.

## **ASSESSING THE DATA**

Care must be taken to fully understand the survey, the context within which the data were collected, and the factors that can impact the quality, validity, and generalizability of the results. The following are a few of the key issues that should be kept in mind. A detailed discussion occurs in the *CHKS Data Use and Dissemination Guidebook*.

### **Representativeness**

Among the most important factors affecting the quality of survey results is the level of staff participation. The validity and representativeness of the results will be adversely affected if the staff response rate is lower than 60%. One indication of the survey's representativeness is how accurately the characteristics of the sample (see Section 1) reflect the characteristics of the district’s staff as indicated by personnel

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<sup>2</sup> For reporting purposes, K-8 schools are coded as elementary.

records. Compare the response rate for the SESM to the known number of staff involved in the special education program. Even if the response rate is low, the results provide an indication of what those staff who did respond felt about the school and their experiences and behavior. Discussed below are strategies for increasing participation.

### **Comparison Data: Statewide Results**

Comparing district results to other local, regional, and state data provides a broader context with which to assess the local situation. They can help you determine whether your district results are unique or may be part of a larger trend. All district special education reports are being posted publicly on the CSCS website, as well as aggregated (combined) results for each regional Special Education Local Plan Area (SELPA) and statewide. Ultimately, however, the most fundamental concern should not be how you compare with others but your own satisfaction with the survey results and what they tell you about the functioning of the special education program in your district.

### ***IMPROVING PARTICIPATION***

The *CSCS Survey Administration Guidebook* provides strategies for improving voluntary staff participation, but one of the most important is raising awareness among staff of the value of the survey to the school and the value of staff perceptions to the district. To that end, it is important that staff are informed about the results and any school-improvement efforts the district is undertaken in response. As discussed below, it is also important to discuss the results and what should be done with them. *Staff must perceive that their voice is heard and valued.*

### ***NEXT STEPS***

Receiving this report is just a beginning step in the process of using data to improve the special education program. Recipients are urged to send copies of the report to the director of their regional Special Education Local Plan Area (SELPA), and to review the findings with the SELPA director to identify the most significant results and their program implications. The following describes further actions that you can take.

#### **Request School Reports**

If the schools in the district vary significantly in demographics, programs, or other characteristics, consider requesting individual reports for each school (a fee applies).

#### **Compare with Other Data Sources**

CSCS results will be enriched if analyzed in the context of data from the California Healthy Kids Survey and other sources, particularly in identifying consistent patterns or disconnects that need to be further explored. Other data typically collected in effectiveness studies of school climate include number and kinds of discipline referrals, school demographic information, school vandalism costs, and behavioral observations in classrooms.

#### **Discuss with Staff**

Discuss the results with staff to explore their meaning in more depth. Obtain their input into how the school and the special education program might be improved. This is especially important because it communicates to staff that you value their input into how to improve the school climate and programs, and may help improve participation in the next survey.

#### **Conduct Additional Analyses of The Dataset**

The complete dataset is available electronically for additional analysis (there is a small fee for preparation). The dataset enables analyses of patterns in the results, how they are interrelated, and how they vary by different subgroups of staff and across schools within the district.

### **Add Questions to Your Next Surveys**

Determine what additional information is needed from staff to guide school improvement efforts and add questions to your next CSCS or CHKS. Both surveys were designed so that schools can add additional questions to help them conduct a more individualized and comprehensive assessment.

### ***ACKNOWLEDGEMENTS***

The CSCS was developed, and this report prepared for the district, by WestEd in collaboration with Duerr Evaluation Resources, under contract from the California Department of Education (CDE). For more survey information, call the toll-free helpline at 888.841.7536, or visit the website at <http://www.wested.org/cscs>.

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## Summary Tables

**Table S1**  
*Positive Learning and Working Environment*

This school...	<i>Percent Strongly Agreeing</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
<b>Learning Environment</b>								
Is a supportive and inviting place for students to learn (T2.1)	25	36	21	38	40			
Sets high standards for academic performance for all (T2.2)	25	32	26	33	20			
Promotes academic success for all students (T2.3)	8	41	5	38	20			
Encourage students to enroll in rigorous course (T4.9)	4	18	5	19	0			
Emphasizes teaching lessons in ways relevant to students (T2.5)	9	50	11	52	0			
<b>Working Environment</b>								
Is a supportive and inviting place for staff to work (T2.6)	17	32	11	33	40			
Promotes trust and collegiality among staff (T2.9)	17	27	16	29	20			
Provides the materials, resources, and training to do job effectively (T2.11)	0	18	0	19	0			
Provides the materials, resources, and training to work with special education (IEP) students (T2.15)	0	14	0	15	0			
<b>Safety, Facilities, and Parental Outreach</b>								
Is a safe place for students (T2.17)	13	50	11	52	20			
Is a safe place for staff (T2.18)	17	55	16	57	20			
Has clean and well-maintained facilities and property (T2.19)	21	36	21	38	20			
Is welcoming to and facilitates parent involvement (T2.20)	17	41	16	43	20			

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table S2*****Staff Collegiality and Sense of Mission***

<b>How many adults at this school...</b>	<i>Percent Selecting 'Nearly All Adults'</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Have close professional relationships with one another (T2.10)	13	18	16	19	0			
Support and treat each other with respect (T2.8)	17	41	21	43	0			
Feel a responsibility to improve the school (T2.7)	17	41	21	43	0			

**Table S3*****Opportunities for Meaningful Student Participation (Student Developmental Supports)***

<b>This school provides/encourages students...</b>	<i>Percent Strongly Agreeing</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Opportunities to decide things (T3.6)	8	23	11	24	0			
Equal opportunity for classroom participation (T3.7)	33	45	42	48	0			
Opportunities to "make a difference" (help others) (T3.9)	4	23	5	24	0			
Equal opportunity to participate in extracurricular and enrichment activities (T3.8)	8	18	11	19	0			

**Table S4*****Positive Staff-Student Relationships and High Expectations (Student Developmental Supports)***

<b>How many adults at this school...</b>	<i>Percent Selecting Nearly All</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
<b>Caring Relationships</b>								
Want every student to do their best (T3.4)	35	64	39	62	20			
Acknowledge and pay attention to students (T3.2)	21	50	21	52	20			
Really care about every student (T3.1)	21	50	21	52	20			
<b>High Expectations</b>								
Listen to what students have to say (T3.3)	13	45	11	48	20			
Believe every student can be a success (T3.5)	22	50	22	52	20			

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**Table S5*****Respect, Equity, Cultural Sensitivity, and the Achievement Gap***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
<b>Strongly agree that this school...</b>								
Fosters an appreciation of student diversity and respect for each other (T4.1)	8	32	11	33	0			
Emphasizes showing respect for all students' cultural beliefs and practices (T4.5)	13	27	11	29	20			
Emphasizes using instructional materials that reflect the culture or ethnicity of its students (T4.6)	4	32	5	33	0			
Has staff examine their own cultural biases through professional development or other processes (T4.7)	0	14	0	14	0			
Considers closing the racial/ethnic achievement gap a high priority (T4.8)	13	23	16	24	0			
<b>Report that nearly all adults at this school...</b>								
Treat all students fairly (T4.3)	21	45	21	48	20			
Treat every student with respect (T4.4)	14	41	17	43	0			

**Table S6*****Student Learning Readiness and Motivation***

<b>How many students at this school...</b>	<i>Percent Selecting Most/Nearly All</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Are motivated to learn (T5.1)	38	41	47	43	0			
Arrive at school alert and rested (T5.6)	38	45	32	48	60			
Are healthy and physically fit (T5.7)	37	52	42	50	20			
Are well-behaved (T5.4)	50	59	58	62	20			

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**Table S7*****Student Behaviors Perceived as Posing a Problem at the School***

<b>How much of a problem at this school is...</b>	<i>Percent Rated Moderate or Severe Problem</i>							
	<b>SETD %</b>	<b>TD %</b>	<b>SEES %</b>	<b>ES %</b>	<b>SEMS %</b>	<b>MS %</b>	<b>SEHS %</b>	<b>HS %</b>
<b>Engagement Indicators/Disruptive Behavior</b>								
Disruptive behavior (T5.5)	79	32	74	29	100			
Cutting classes or being truant (T5.2)	29	9	26	5	40			
Depression or other mental health issues (T5.8)	17	14	17	14	20			
Lack of respect of staff by students (T5.3)	54	32	47	29	80			
<b>Violence, Conflict, and Crime</b>								
Racial/ethnic conflict among students (T4.2)	42	9	32	5	80			
Harassment or bullying (T6.1)	67	27	58	29	100			
Physical fighting (T6.2)	46	18	37	14	80			
Gang activity (T6.5)	21	5	16	5	40			
Vandalism and graffiti (T6.3)	17	5	16	5	20			
Theft (T6.4)	25	9	21	10	40			
Weapons possession at school (T6.6)	8	0	11	0	0			
<b>Substance Use</b>								
Alcohol and drug use (T6.7)	0	0	0	0	0			

**Table S8*****Discipline and Counseling***

<b>This school...</b>	<i>Percent Strongly Agreeing</i>							
	<b>SETD %</b>	<b>TD %</b>	<b>SEES %</b>	<b>ES %</b>	<b>SEMS %</b>	<b>MS %</b>	<b>SEHS %</b>	<b>HS %</b>
Clearly communicates to students consequences of breaking rules (T7.1)	22	41	11	43	60			
Handles discipline problems fairly (T7.2)	13	50	5	52	40			
Provides adequate counseling and support services for students (T7.5)	8	32	5	29	20			

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**Table S9*****Professional Development Needs***

<b>Perceive need for more PD in...</b>	<b>SETD %</b>	<b>TD %</b>	<b>SEES %</b>	<b>ES %</b>	<b>SEMS %</b>	<b>MS %</b>	<b>SEHS %</b>	<b>HS %</b>
<b>Instruction &amp; School Environment</b>								
Meeting academic standards (T2.12)	29	50	21	52	60			
Evidence-based methods of instruction (T2.13)	35	59	33	62	40			
Positive behavioral support and classroom management (T7.4)	46	73	37	71	80			
Creating a positive school climate (T2.14)	54	68	53	67	60			
<b>Addressing Needs of Diverse Populations</b>								
Working with diverse racial, ethnic, or cultural groups (T4.11)	57	68	50	67	80			
Culturally relevant pedagogy for the school's student population (T4.12)	54	67	42	65	100			
Serving English language learners (T4.13)	58	68	53	67	80			
Closing the achievement gap (T4.10)	63	82	58	81	80			
<b>Providing Support Services</b>								
Serving special education (IEP) students (T2.16)	67	68	58	67	100			
Meeting the social, emotional, and developmental needs of youth (e.g., resilience promotion) (T3.10)	65	82	56	81	100			

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**Table S10**

***Implementation of Learning Supports (Health, Safety, and Discipline)***

<b>This school...</b>	<i>Percent Strongly Agreeing</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
<b>Discipline and Safety</b>								
Has sufficient resources to create a safe campus (T8.17)	17	20	22	20				
Seeks to maintain a secure campus through such means as metal detectors, security guards, or personal searches (T8.18)	8	0	0	0				
Collaborates well with law enforcement organizations (T8.13)	17	45	22	45				
Punishes first-time violations of alcohol or other drug policies by at least an out-of-school suspension (T8.14)	18	40	13	40				
Enforces zero tolerance policies (T8.15)	17	40	11	40				
Considers sanctions for student violation of rules/policies on case-by-case basis with a wide range of options (T8.12)	17	40	11	40				
Effectively handles student discipline and behavioral problems (T8.16)	0	10	0	10				
<b>Substance Use</b>								
Considers substance abuse prevention an important goal (T8.21)	8	30	11	30				
Has sufficient resources to address substance use prevention needs (T8.24)	8	22	11	22				
Provides effective confidential support and referral services for students needing help due to substance abuse, violence, or other problems (e.g., a Student Assistance Program) (T8.2)	17	0	11	0				
Collaborates well with community organizations to address substance use or other problems (T8.3)	8	20	11	20				
<b>Youth Development and Health</b>								
Provides adequate health services for students (T8.7)	8	30	11	30				
Provides healthy food choices for students (T8.8)	8	20	11	20				
Emphasizes helping students with their social, emotional, and behavioral problems (T8.4)	8	10	11	10				

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**Table S11*****Level of Student Services Provided (Learning Supports Module)***

<b>To what extent does this school...</b>	<i>Percent Selecting "A Lot"</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Provide services for students with disabilities or other special needs (T8.11)	33	33	44	33				
Foster youth development, resilience, or asset promotion (T8.5)	18	30	13	30				
Provide opportunities for physical education and activity (T8.10)	42	40	33	40				
Provide conflict resolution or behavior management instruction (T8.20)	17	20	22	20				
Provide character education (T8.6)	25	30	22	30				
Provides alcohol or drug use prevention instruction (T8.22)	8	11	11	11				
Provide tobacco use prevention instruction (T8.23)	8	20	11	20				
Provide harassment or bullying prevention (T8.19)	17	20	22	20				
Provide nutritional instruction (T8.9)	8	20	11	20				

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**Table S12**

***Special Education Services and Supports (Special Education Supports Module)***

<b>This school...</b>	<i>Percent Strongly Agreeing</i>							
	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
<b>Barriers to Effective Service Delivery</b>								
Works to reduce instructional interruptions (T9.6)	5	25	7	25	0			
Works to minimize paperwork (T9.7)	5	19	7	19	0			
Effectively schedules mandated activities (T9.8)	20	19	13	19	40			
<b>Integration and Collaboration Special-General Education</b>								
Integrates special education into daily operations (T9.9)	11	25	14	25	0			
Encourages general and special ed teaming (T9.10)	11	25	7	25	20			
Provides sufficient time to collaborate on service delivery (T9.11)	5	19	7	19	0			
Views services to students with IEPs as a shared staff responsibility (T9.12)	11	25	14	25	0			
Promotes participation in school decision making (T9.13)	6	13	8	13	0			
<b>Student Expectations and Supports</b>								
Sets high expectations for students with IEPs (T9.14)	10	27	13	27	0			
Supports culturally and linguistically diverse students with IEPs (T9.15)	5	19	7	19	0			
Supports alternative modes of communication (T9.16)	11	29	14	29	0			
Provides complete state adopted instructional materials for students with IEPs (T9.17)	11	25	14	25	0			
Provides sufficient resources for special ed programs and services (T9.18)	5	19	7	19	0			
<b>Personnel Supports</b>								
Provides positive working environment (T9.19)	10	25	13	25	0			
Acknowledges responsibilities of staff serving students with IEPs (T9.20)	10	19	7	19	20			
Provides relevant paraprofessional training (T9.21)	5	13	7	13	0			
Has a climate that encourages continued service (T9.22)	16	19	14	19	20			
Provides adequate access to technology (T9.23)	11	13	14	13	0			
Has good communication with personnel to support students with IEPs (T9.24)	11	19	14	19	0			
Offers adequate compensation to support continued employment (T9.25)	16	19	14	19	20			

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

## I. Sample Characteristics

**Table 1.1**  
*Survey Sample*

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
Number of Respondents	24	22	19	21	5			

**Table 1.2**  
*Role (Job) at School*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Teacher in grade 5 or above	25	19	21	15	40			
Teacher in grade 4 or below	58	76	74	80	0			
Special education teacher	8	0	11	0	0			
Administrator	13	0	5	0	40			
Prevention staff nurse or health aide	0	0	0	0	0			
Counselor or psychologist	0	0	0	0	0			
Police, resource officer, or safety personnel	0	0	0	0	0			
Paraprofessional, teacher assistant, or instructional aide	0	0	0	0	0			
Other certificated staff (e.g., librarian)	4	5	0	5	20			
Other classified staff (e.g., janitorial, secretarial or clerical, food service)	0	0	0	0	0			

*Question 1: What is your role at this school?*

**Table 1.3**  
*Special Population Service Providers*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Migrant education students	71	10	74	10	60			
Special education	100	0	100	0	100			
English language learners	100	100	100	100	100			

*Question 2: Do you provide services to the following types of students?*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 1.4**  
***Length of Employment at School***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Less than one year	8	9	0	10	40			
1 to 2 years	13	14	11	10	20			
3 to 5 years	38	18	42	19	20			
6 to 10 years	8	32	11	33	0			
Over 10 years	33	27	37	29	20			

*Question 3: How many years have you worked, in any position, at this school?*

**Table 1.5**  
***Overall Length of Employment in Position***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Less than one year	0	0	0	0	0			
1 to 2 years	4	5	5	5	0			
3 to 5 years	25	32	21	29	40			
6 to 10 years	25	27	26	29	20			
Over 10 years	46	36	47	38	40			

*Question 4: How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?*

**Table 1.6**  
***Race/Ethnicity of Respondents***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
African American (Not Hispanic)	5	5	6	5	0			
American Indian or Alaska Native	0	5	0	5	0			
Asian or Pacific Islander	0	0	0	0	0			
White (Not Hispanic)	71	59	69	57	80			
Hispanic or Latino/a	5	23	6	24	0			
Other or Multi-ethnic	19	9	19	10	20			

*Question 5: What is your race/ethnicity?*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

## II. The Learning and Working Environment

### Student Learning Environment

**Table 2.1**  
*Learning Environment is Supportive and Inviting*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	25	36	21	38	40			
Agree	54	59	53	57	60			
Disagree	4	5	5	5	0			
Strongly Disagree	17	0	21	0	0			
Not Applicable	0	0	0	0	0			

*Question 6: This school is a supportive and inviting place for students to learn.*

**Table 2.2**  
*Sets High Standards for Academic Performance for All Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	25	32	26	33	20			
Agree	58	64	53	62	80			
Disagree	13	5	16	5	0			
Strongly Disagree	4	0	5	0	0			
Not Applicable	0	0	0	0	0			

*Question 7: This school sets high standards for academic performance for all.*

**Table 2.3**  
**Promotes Academic Success for All Students**

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	41	5	38	20			
Agree	75	50	74	52	80			
Disagree	4	9	5	10	0			
Strongly Disagree	13	0	16	0	0			
Not Applicable	0	0	0	0	0			

Question 8: The school promotes academic success for all students

**Table 2.4**  
**Emphasizes Academic Help When Needed**

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	9	45	6	43	20			
Agree	65	55	61	57	80			
Disagree	13	0	17	0	0			
Strongly Disagree	13	0	17	0	0			
Not Applicable	0	0	0	0	0			

Question 9: This school emphasizes helping students academically when they need it.

**Table 2.5**  
**Teaches Lessons Relevant to Students**

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	9	50	11	52	0			
Agree	57	41	50	38	80			
Disagree	9	9	6	10	20			
Strongly Disagree	17	0	22	0	0			
Not Applicable	9	0	11	0	0			

Question 11: This school emphasizes teaching lessons in ways relevant to students.

## Staff Working Environment

**Table 2.6**

***Supportive and Inviting Place to Work***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	32	11	33	40			
Agree	42	64	42	62	40			
Disagree	21	5	21	5	20			
Strongly Disagree	21	0	26	0	0			
Not Applicable	0	0	0	0	0			

*Question 12: The school is a supportive and inviting place for staff to work.*

**Table 2.7**

***Staff Feel Responsibility to Improve School***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	17	41	21	43	0			
Most	38	32	26	29	80			
Some	25	27	26	29	20			
Few	4	0	5	0	0			
Almost None	17	0	21	0	0			

*Question 42: How many adults at this school feel a responsibility to improve this school?*

**Table 2.8**

***Staff Support and Treat Each Other With Respect***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	17	41	21	43	0			
Most	42	50	32	48	80			
Some	25	9	26	10	20			
Few	8	0	11	0	0			
Almost None	8	0	11	0	0			

*Question 41: How many adults at this school support and treat each other with respect?*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 2.9**  
*Promotes Staff Trust and Collegiality*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	27	16	29	20			
Agree	29	50	21	48	60			
Disagree	29	18	32	19	20			
Strongly Disagree	25	5	32	5	0			
Not Applicable	0	0	0	0	0			

*Question 13: This school promotes trust and collegiality among staff.*

**Table 2.10**  
*Staff have Close Professional Relationships*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	13	18	16	19	0			
Most	33	59	26	57	60			
Some	33	23	32	24	40			
Few	13	0	16	0	0			
Almost None	8	0	11	0	0			

*Question 40: How many adults at this school have close professional relationships with one another?*

## General Staff Supports and Professional Development

**Table 2.11**  
*School Provides Staff Resources and PD to Do Job Effectively*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	0	18	0	19	0			
Agree	54	45	47	43	80			
Disagree	33	32	37	33	20			
Strongly Disagree	13	5	16	5	0			
Not Applicable	0	0	0	0	0			

*Question 14: This school provides the materials, resources, and training (professional development) needed to do your job effectively.*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 2.12**  
*Need PD in Meeting Academic Standards*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	29	50	21	52	60			
No	71	50	79	48	40			
Not Applicable	0	0	0	0	0			

*Question 43: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....meeting academic standards?*

**Table 2.13**  
*Need PD in Instructional Methods*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	35	59	33	62	40			
No	65	41	67	38	60			
Not Applicable	0	0	0	0	0			

*Question 44: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....evidence-based methods of instruction?*

**Table 2.14**  
*Need PD in Creating a Positive School Climate*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	54	68	53	67	60			
No	46	32	47	33	40			
Not Applicable	0	0	0	0	0			

*Question 52: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....creating a positive school climate?*

## Special Education Supports and Professional Development

**Table 2.15**

*Provides Resources Needed to Work With Special Education Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	0	14	0	15	0			
Agree	29	38	21	35	60			
Disagree	33	38	32	40	40			
Strongly Disagree	29	5	37	5	0			
Not Applicable	8	5	11	5	0			

*Question 15: This school provides the materials, resources, and training (professional development) needed to work with special education (IEP) students.*

**Table 2.16**

*Need PD for Serving Special Education (IEP) Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	67	68	58	67	100			
No	33	27	42	29	0			
Not Applicable	0	5	0	5	0			

*Question 50: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas.....serving special education (IEP) students?*

## Perceived School Safety

**Table 2.17**

*Safe Place for Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	13	50	11	52	20			
Agree	58	50	63	48	40			
Disagree	17	0	11	0	40			
Strongly Disagree	8	0	11	0	0			
Not Applicable	4	0	5	0	0			

*Question 29: The school is a safe place for students.*

**Table 2.18**  
***Safe Place for Staff***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	55	16	57	20			
Agree	58	45	58	43	60			
Disagree	17	0	16	0	20			
Strongly Disagree	8	0	11	0	0			
Not Applicable	0	0	0	0	0			

*Question 30: The school is a safe place for staff.*

## Facilities

**Table 2.19**  
***Clean and Well-maintained Facilities and Property***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	21	36	21	38	20			
Agree	50	59	42	57	80			
Disagree	4	5	5	5	0			
Strongly Disagree	21	0	26	0	0			
Not Applicable	4	0	5	0	0			

*Question 32: This school has clean and well-maintained facilities and property.*

## Parent Involvement

**Table 2.20**  
***Encourages Parental Involvement***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	41	16	43	20			
Agree	58	59	53	57	80			
Disagree	8	0	11	0	0			
Strongly Disagree	17	0	21	0	0			
Not Applicable	0	0	0	0	0			

*Question 31: This school is welcoming to and facilitates parent involvement.*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

### III. Student Developmental Supports and Opportunities

#### Caring Relationships

**Table 3.1**

*Adults Really Care About All Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	21	50	21	52	20			
Most	58	41	53	38	80			
Some	21	9	26	10	0			
Few	0	0	0	0	0			
Almost None	0	0	0	0	0			

*Question 33: How many adults at this school really care about every student?*

**Table 3.2**

*Adults Acknowledge and Pay Attention to Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	21	50	21	52	20			
Most	54	45	53	43	60			
Some	25	5	26	5	20			
Few	0	0	0	0	0			
Almost None	0	0	0	0	0			

*Question 34: How many adults at this school acknowledge and pay attention to students?*

**Table 3.3*****Adults Listen to What Students Have to Say***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	13	45	11	48	20			
Most	50	45	58	43	20			
Some	38	9	32	10	60			
Few	0	0	0	0	0			
Almost None	0	0	0	0	0			

*Question 36: How many adults at this school listen to what students have to say?*

## High Expectations

**Table 3.4*****Adults Want All Students to Do Their Best***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	35	64	39	62	20			
Most	48	32	44	33	60			
Some	17	5	17	5	20			
Few	0	0	0	0	0			
Almost None	0	0	0	0	0			

*Question 35: How many adults at this school want all students to do their best?*

**Table 3.5*****Adults Believe Every Student Can Be a Success***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	22	50	22	52	20			
Most	52	32	56	29	40			
Some	22	18	17	19	40			
Few	0	0	0	0	0			
Almost None	4	0	6	0	0			

*Question 37: How many adults at this school believe that every student can be a success?*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

## Opportunities for Meaningful Participation

**Table 3.6**

***Encourages Decision Opportunities for Students***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	23	11	24	0			
Agree	42	55	42	52	40			
Disagree	25	18	16	19	60			
Strongly Disagree	13	5	16	5	0			
Not Applicable	13	0	16	0	0			

*Question 16: The school encourages opportunities for students to decide things like class activities or rules.*

**Table 3.7**

***Gives Equal Opportunity for Classroom Participation***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	33	45	42	48	0			
Agree	46	55	37	52	80			
Disagree	13	0	11	0	20			
Strongly Disagree	4	0	5	0	0			
Not Applicable	4	0	5	0	0			

*Question 17: This school gives all students equal opportunity to participate in classroom discussions or activities*

**Table 3.8**

***Gives Equal Access to Extracurricular and Enrichment Activities***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	18	11	19	0			
Agree	25	23	21	24	40			
Disagree	38	36	32	33	60			
Strongly Disagree	25	14	32	14	0			
Not Applicable	4	9	5	10	0			

*Question 18: This school gives all students equal opportunity to participate in numerous extracurricular and enrichment activities.*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 3.9**  
***Gives Opportunities to Make A Difference (Help Others)***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	4	23	5	24	0			
Agree	33	36	32	33	40			
Disagree	29	27	21	29	60			
Strongly Disagree	29	9	37	10	0			
Not Applicable	4	5	5	5	0			

*Question 19: This school gives students opportunities to make a difference by helping other people, the school, or the community (e.g., service learning).*

### Professional Development Needs

**Table 3.10**  
***Need PD on Meeting Social, Emotional, and Developmental Needs of Youth.***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	65	82	56	81	100			
No	35	18	44	19	0			
Not Applicable	0	0	0	0	0			

*Question 51: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....meeting the social, emotional, and developmental needs of youth (e.g., resilience promotion)?*

## IV. Respect, Cultural Sensitivity, and the Achievement Gap

### Tolerance Among Students

**Table 4.1**  
*Fosters Appreciation for Student Diversity and Mutual Respect*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	32	11	33	0			
Agree	67	64	58	62	100			
Disagree	4	5	5	5	0			
Strongly Disagree	13	0	16	0	0			
Not Applicable	8	0	11	0	0			

*Question 24: The school fosters an appreciation of student diversity and respect for each other.*

**Table 4.2**  
*Racial/Ethnic Conflict Among Students is a Problem*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	38	32	42	33	20			
Mild Problem	21	59	26	62	0			
Moderate Problem	25	5	16	0	60			
Severe Problem	17	5	16	5	20			

*Question 62: How much of a problem at this school is racial/ethnic conflict among students?*

## Treating Students Fairly and Respectfully

**Table 4.3**

***Staff Treat All Students Fairly***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	21	45	21	48	20			
Most	42	45	42	43	40			
Some	33	9	32	10	40			
Few	4	0	5	0	0			
Almost None	0	0	0	0	0			

*Question 38: How many adults at this school treat all students fairly?*

**Table 4.4**

***Staff Treat Students with Respect***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	14	41	17	43	0			
Most	45	50	50	48	25			
Some	36	9	28	10	75			
Few	0	0	0	0	0			
Almost None	5	0	6	0	0			

*Question: 39: How many adults at this school treat every student with respect?*

## Cultural Sensitivity

**Table 4.5**

***Students Cultural Beliefs and Practices Respected***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	13	27	11	29	20			
Agree	67	68	68	67	60			
Disagree	8	5	5	5	20			
Strongly Disagree	13	0	16	0	0			
Not Applicable	0	0	0	0	0			

*Question 25: This school emphasizes showing respect for all students' cultural beliefs and practices.*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 4.6**  
*Use Culturally Relevant Instructional Materials*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	4	32	5	33	0			
Agree	50	50	42	48	80			
Disagree	17	18	16	19	20			
Strongly Disagree	17	0	21	0	0			
Not Applicable	13	0	16	0	0			

*Question 21: This school emphasizes using instructional materials that reflect the culture or ethnicity of its students.*

**Table 4.7**  
*Staff Examine Their Cultural Biases*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	0	14	0	14	0			
Agree	25	14	21	10	40			
Disagree	46	68	42	71	60			
Strongly Disagree	25	0	32	0	0			
Not Applicable	4	5	5	5	0			

*Question 22: This school has staff examine their own cultural biases through professional development or other processes.*

## Instructional Equity

**Table 4.8**  
*Closing the Achievement Gap is a High Priority*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	13	23	16	24	0			
Agree	58	59	47	57	100			
Disagree	13	18	16	19	0			
Strongly Disagree	13	0	16	0	0			
Not Applicable	4	0	5	0	0			

*Question 23: This school considers closing the racial/ethnic achievement gap a high priority.*

**Table 4.9*****Encourages All Students to Take Rigorous Courses***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	4	18	5	19	0			
Agree	25	14	11	10	80			
Disagree	25	23	26	24	20			
Strongly Disagree	21	5	26	5	0			
Not Applicable	25	41	32	43	0			

*Question 20: This school encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnic*

## Professional Development Needs

**Table 4.10*****Need PD on Closing the Achievement Gap***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	63	82	58	81	80			
No	38	18	42	19	20			
Not Applicable	0	0	0	0	0			

*Question 49: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....closing the achievement gap.*

**Table 4.11*****Need PD on Working with Diverse Populations***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	57	68	50	67	80			
No	43	32	50	33	20			
Not Applicable	0	0	0	0	0			

*Question 46: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....working with diverse racial, ethnic, or cultural groups?*

**Table 4.12*****Need PD on Culturally Relevant Pedagogy***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	54	67	42	65	100			
No	42	33	53	35	0			
Not Applicable	4	0	5	0	0			

*Question 47: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....culturally relevant pedagogy for the school's student population.*

**Table 4.13*****Need PD on Serving English Language Learners***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	58	68	53	67	80			
No	42	32	47	33	20			
Not Applicable	0	0	0	0	0			

*Question 48: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....serving English Language Learners.*

## V. Learning Readiness and Engagement Indicators

### Learning Motivation and Truancy

**Table 5.1**

*Students Are Motivated to Learn*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	0	5	0	5	0			
Most	38	36	47	38	0			
Some	46	50	47	48	40			
Few	17	9	5	10	60			
Almost None	0	0	0	0	0			

*Question 55: Based on your experience, how many students at this school are motivated to learn?*

**Table 5.2**

*Cutting Class or Truancy is a Problem*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	33	59	42	62	0			
Mild Problem	38	32	32	33	60			
Moderate Problem	25	9	21	5	40			
Severe Problem	4	0	5	0	0			

*Question 65: How much of a problem at this school is cutting classes or being truant?*

### General Behavior

**Table 5.3**

*Lack of Respect of Staff by Students is a Problem*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	13	14	16	14	0			
Mild Problem	33	55	37	57	20			
Moderate Problem	33	23	37	24	20			
Severe Problem	21	9	11	5	60			

*Question 64: How much of a problem at this school is lack of respect of staff by students?*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 5.4*****How Many Students Well-Behaved***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	0	5	0	5	0			
Most	50	55	58	57	20			
Some	38	32	32	29	60			
Few	13	9	11	10	20			
Almost None	0	0	0	0	0			

*Question 56: Based on your experience, how many students at this school are well-behaved?*

**Table 5.5*****Disruptive Student Behavior is a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	0	14	0	14	0			
Mild Problem	21	55	26	57	0			
Moderate Problem	38	18	42	19	20			
Severe Problem	42	14	32	10	80			

*Question 61: How much of a problem at this school is disruptive student behavior?*

## Perceived Physical and Mental Health

**Table 5.6*****Students Arrive at School Alert and Rested***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	0	5	0	5	0			
Most	38	41	32	43	60			
Some	42	50	47	48	20			
Few	21	5	21	5	20			
Almost None	0	0	0	0	0			

*Question 54: Based on your experience, how many students at this school arrive at school alert and rested?*

**Table 5.7**  
***Students Are Healthy and Physically Fit***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Nearly All	4	10	5	10	0			
Most	33	43	37	40	20			
Some	54	43	47	45	80			
Few	4	5	5	5	0			
Almost None	4	0	5	0	0			

*Question 53: Based on your experience, how many students at this school are healthy and physically fit?*

**Table 5.8**  
***Student Depression or Other Mental Health Issues are a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	35	36	44	38	0			
Mild Problem	48	50	39	48	80			
Moderate Problem	13	14	11	14	20			
Severe Problem	4	0	6	0	0			

*Question 63: How much of a problem at this school is student depression or other mental health problems?*

## VI. Perceived Student Risk Behavior

### Student Fighting and Bullying

**Table 6.1**  
*Harassment or Bullying Among Students is a Problem*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	4	9	5	10	0			
Mild Problem	29	64	37	62	0			
Moderate Problem	38	18	32	19	60			
Severe Problem	29	9	26	10	40			

*Question 59: How much of a problem at this school is harassment or bullying among students?*

**Table 6.2**  
*Physical Fighting Between Students is a Problem*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	4	23	5	24	0			
Mild Problem	50	59	58	62	20			
Moderate Problem	25	14	21	10	40			
Severe Problem	21	5	16	5	40			

*Question 60: How much of a problem at this school is physical fighting between students?*

### Delinquency

**Table 6.3**  
*Vandalism (including Graffiti) is a Problem*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	46	64	53	62	20			
Mild Problem	38	32	32	33	60			
Moderate Problem	8	5	5	5	20			
Severe Problem	8	0	11	0	0			

*Question 68: How much of a problem at this school is vandalism (including graffiti)?*

**Table 6.4**  
***Theft is a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	29	41	37	43	0			
Mild Problem	46	50	42	48	60			
Moderate Problem	21	9	16	10	40			
Severe Problem	4	0	5	0	0			

*Question 69: How much of a problem at this school is theft?*

**Table 6.5**  
***Gang-Related Activity is a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	50	64	58	67	20			
Mild Problem	29	32	26	29	40			
Moderate Problem	17	5	11	5	40			
Severe Problem	4	0	5	0	0			

*Question 66: How much of a problem at this school is gang-related activity?*

**Table 6.6**  
***Weapons Possession is a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	75	77	79	76	60			
Mild Problem	17	23	11	24	40			
Moderate Problem	8	0	11	0	0			
Severe Problem	0	0	0	0	0			

*Question 67: How much of a problem at this school is weapons possession?*

## Substance Use

**Table 6.7**  
***Student Alcohol and Drug Use is a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	83	95	100	100	20			
Mild Problem	17	5	0	0	80			
Moderate Problem	0	0	0	0	0			
Severe Problem	0	0	0	0	0			

*Question 57: How much of a problem at this school is student alcohol and drug use?*

**Table 6.8**  
***Student Tobacco Use is a Problem***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Insignificant Problem	91	95	100	100	60			
Mild Problem	9	5	0	0	40			
Moderate Problem	0	0	0	0	0			
Severe Problem	0	0	0	0	0			

*Question 58: How much of a problem at this school is tobacco use?*

## VII. Discipline & Counseling

**Table 7.1**  
*Consequences of Breaking Rules Communicated Clearly*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	22	41	11	43	60			
Agree	52	50	61	48	20			
Disagree	17	9	17	10	20			
Strongly Disagree	4	0	6	0	0			
Not Applicable	4	0	6	0	0			

*Question 26: The school clearly communicates to students the consequences of breaking school rules.*

**Table 7.2**  
*Handles Discipline Problems Fairly*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	13	50	5	52	40			
Agree	50	45	58	43	20			
Disagree	25	5	21	5	40			
Strongly Disagree	8	0	11	0	0			
Not Applicable	4	0	5	0	0			

*Question 27: The school handles discipline problems fairly.*

**Table 7.3**  
***Handles Student Discipline and Behavioral Problems Effectively***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	38	0	40	40			
Agree	42	38	47	35	20			
Neither Agree nor Disagree	25	24	21	25	40			
Disagree	21	0	26	0	0			
Strongly Disagree	4	0	5	0	0			

*Question 28: This school effectively handles student discipline and behavioral problems.*

**Table 7.4**  
***Need PD on Positive Behavior Support and Classroom Management***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Yes	46	73	37	71	80			
No	54	27	63	29	20			
Not Applicable	0	0	0	0	0			

*Question 45: Do you feel that you need more professional development, training, mentorship or other support to do your job in any of the following areas....positive behavioral support and classroom management?*

**Table 7.5**  
***Provides Adequate Counseling and Support for Students***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	32	5	29	20			
Agree	33	32	21	33	80			
Disagree	25	18	32	19	0			
Strongly Disagree	33	14	42	14	0			
Not Applicable	0	5	0	5	0			

*Question 10: The school provides adequate counseling and support services for students.*

## VIII. Learning Supports Module: Student Services and Policies

### Module Respondents

**Table 8.1**  
*Module Sample*

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
Number of Respondents	12	10	9	10				

### Counseling and Intervention Services

**Table 8.2**  
*Provides Effective Confidential Support and Referral Services for Students Needing Help*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	0	11	0				
Agree	25	67	22	67				
Neither Agree nor Disagree	25	22	33	22				
Disagree	8	11	0	11				
Strongly Disagree	25	0	33	0				

*Question 2.09: This school provides effective confidential support and referral services for students needing help because of substance abuse, violence, or other problems (e.g., Student Assistance Program).*

**Table 8.3**  
*Collaborates Well with Community Organizations to Address Student Problems*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	20	11	20				
Agree	17	20	11	20				
Neither Agree nor Disagree	33	60	33	60				
Disagree	25	0	22	0				
Strongly Disagree	17	0	22	0				

*Question 2.01: This school collaborates well with community organizations to help address substance use or other problems.*

## Youth Development

**Table 8.4**

***Emphasizes Helping Students with Social, Emotional, and Behavioral Problems***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	10	11	10				
Agree	42	50	33	50				
Neither Agree nor Disagree	8	30	11	30				
Disagree	17	10	11	10				
Strongly Disagree	25	0	33	0				

*Question 2.14: This school emphasizes helping students with their social, emotional, and behavioral problems?*

**Table 8.5**

***Fosters Youth Development, Resilience, or Asset Promotion***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	18	30	13	30				
Some	45	30	38	30				
Not Much	9	40	13	40				
Not At All	27	0	38	0				

*Question 2.15: To what extent does this school foster youth development, resilience, or asset promotion?*

**Table 8.6**

***Provides Character Education***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	25	30	22	30				
Some	42	60	33	60				
Not Much	17	10	22	10				
Not At All	17	0	22	0				

*Question 2.21: To what extent does this school provide character education?*

## Health Services and Physical Activity

**Table 8.7**

*Provides Adequate Health Services for Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	30	11	30				
Agree	25	20	33	20				
Neither Agree nor Disagree	25	50	11	50				
Disagree	33	0	33	0				
Strongly Disagree	8	0	11	0				

*Question 2.12: The school provides adequate health services for students.*

**Table 8.8**

*Provides Healthy Food Choices for Student*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	20	11	20				
Agree	17	40	11	40				
Neither Agree nor Disagree	25	20	33	20				
Disagree	50	20	44	20				
Strongly Disagree	0	0	0	0				

*Question 2.13: The school provides students with healthy food choices.*

**Table 8.9**

*Provides Nutritional Instruction to Students*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	8	20	11	20				
Some	25	50	11	50				
Not Much	42	30	44	30				
Not At All	25	0	33	0				

*Question 2.16: To what extent does this school provide nutritional instruction?*

**Table 8.10**  
***Provides Opportunities for Physical Education and Activity***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	42	40	33	40				
Some	33	50	33	50				
Not Much	25	10	33	10				
Not At All	0	0	0	0				

*Question 2.17: To what extent does this school provide opportunities for physical education and activity?*

## Special Education

**Table 8.11**  
***Provides Services for Students with Disabilities or Other Special Needs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	33	33	44	33				
Some	50	56	33	56				
Not Much	17	11	22	11				
Not At All	0	0	0	0				

*Question 2.23: To what extent does this school provide services for students with disabilities or other special needs?*

## Discipline Policies and Enforcement

**Table 8.12**  
***Sanctions Handled Case-by-Case***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	40	11	40				
Agree	33	40	33	40				
Neither Agree nor Disagree	25	20	33	20				
Disagree	25	0	22	0				
Strongly Disagree	0	0	0	0				

*Question 2.05: This school considers sanctions for student violations of rules/policies on case-by-case basis with a wide range of options.*

**Table 8.13**  
***Collaborates Well With Law Enforcement***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	45	22	45				
Agree	58	45	56	45				
Neither Agree nor Disagree	8	9	11	9				
Disagree	8	0	0	0				
Strongly Disagree	8	0	11	0				

*Question 2.02: This school collaborates well with law enforcement organizations.*

**Table 8.14**  
***Suspends for First-time Substance Use Violations***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	18	40	13	40				
Agree	27	30	13	30				
Neither Agree nor Disagree	36	30	50	30				
Disagree	18	0	25	0				
Strongly Disagree	0	0	0	0				

*Question 2.06: This school punishes first-time violations of alcohol or other drug policies by at least an out-of-school suspension.*

**Table 8.15**  
***Enforces Zero Tolerance Policy***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	40	11	40				
Agree	33	30	33	30				
Neither Agree nor Disagree	0	20	0	20				
Disagree	42	10	44	10				
Strongly Disagree	8	0	11	0				

*Question 2.07: This school enforces zero tolerance policies.*

**Table 8.16**  
***Handles Discipline and Behavioral Problems Effectively***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	0	10	0	10				
Agree	50	80	44	80				
Neither Agree nor Disagree	8	0	11	0				
Disagree	33	10	33	10				
Strongly Disagree	8	0	11	0				

*Question 2.10: This school effectively handles student discipline and behavioral problems.*

## Safety Promotion & Violence Prevention

**Table 8.17**  
***Resources Sufficient to Create a Safe Campus***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	17	20	22	20				
Agree	42	40	33	40				
Neither Agree nor Disagree	8	20	11	20				
Disagree	25	20	22	20				
Strongly Disagree	8	0	11	0				

*Question 2.03: This school has sufficient resources to create a safe campus.*

**Table 8.18**  
***Seeks to Maintain Secure Campus***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	0	0	0				
Agree	17	10	11	10				
Neither Agree nor Disagree	8	40	11	40				
Disagree	25	30	22	30				
Strongly Disagree	42	20	56	20				

*Question 2.08: This school seeks to maintain a secure campus through such means as metal detectors, security guards, or personal searches.*

Key: SE=Special Education, TD=Total District, ES=Elementary, MS=Middle, HS=High

**Table 8.19**  
***Provides Harassment or Bullying Prevention***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	17	20	22	20				
Some	17	70	11	70				
Not Much	33	0	22	0				
Not At All	33	10	44	10				

*Question 2.22: To what extent does this school provide harassment or bullying prevention?*

**Table 8.20**  
***Provides Conflict Resolution or Behavior Management Instruction***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	17	20	22	20				
Some	25	60	22	60				
Not Much	25	20	11	20				
Not At All	33	0	44	0				

*Question 2.20: To what extent does this school provide conflict resolution or behavior management instruction?*

## Substance Abuse Prevention

**Table 8.21**  
***Considers Substance Abuse Prevention an Important Goal***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	30	11	30				
Agree	17	50	22	50				
Neither Agree nor Disagree	42	20	33	20				
Disagree	25	0	22	0				
Strongly Disagree	8	0	11	0				

*Question 2.11: This school considers substance abuse prevention an important goal.*

**Table 8.22**  
***Provides Alcohol or Drug Use Prevention Instruction***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	8	11	11	11				
Some	8	56	11	56				
Not Much	67	33	56	33				
Not At All	17	0	22	0				

*Question 2.18: To what extent does this school provide alcohol or drug use prevention instruction?*

**Table 8.23**  
***Provides Tobacco Use Prevention Instruction***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
A Lot	8	20	11	20				
Some	8	50	11	50				
Not Much	67	30	56	30				
Not At All	17	0	22	0				

*Question 2.19: This school provides tobacco use prevention instruction.*

**Table 8.24**  
***Resources Sufficient for Substance Abuse Prevention Needs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	8	22	11	22				
Agree	17	33	11	33				
Neither Agree nor Disagree	33	33	33	33				
Disagree	33	11	33	11				
Strongly Disagree	8	0	11	0				

*Question 2.04: This school has sufficient resources to address substance use prevention needs.*

## IX. Special Education Supports Module

### Respondent Characteristics and Background

**Table 9.1**  
*Module Sample*

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
Number of Respondents	20	16	16	16				

**Table 9.2**  
*Highest Degree Level Achieved*

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
Associate	0	0	0	0	0			
Bachelors	65	63	63	63	75			
Masters	30	38	31	38	25			
Doctorate	5	0	6	0	0			
None	0	0	0	0	0			

*Question 3.1: What is your highest degree level?*

**Table 9.3**  
*Credential(s) Currently Held*

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
Multiple Subjects	80	100	87	100	60			
Single Subjects	20	0	13	0	40			
Education Specialist Instruction	0	0	0	0	0			
Pupil Personnel Services	0	0	0	0	0			
Administrative Services {CK}	0	0	0	0	0			
Other Related Services	0	0	0	0	0			
Other (e.g., Adapted PE)	0	0	0	0	0			
None	0	0	0	0	0			

*Question 3.2: What credential(s) do you currently hold? (Mark all that apply)*

**Table 9.4**  
**Highest Credential or Permit for Current Position**

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
Professional Clear (level 2)	95	94	100	94	80			
Preliminary (level 1)	5	6	0	6	20			
Provisional Internship Credential	0	0	0	0	0			
Provisional Internship Permit	0	0	0	0	0			
Short Term Staff Permit	0	0	0	0	0			
Other (e.g., waver)	0	0	0	0	0			
High School Diploma/GED	0	0	0	0	0			

*Question 3.3: What is the highest level of the credential or permit for your current position?*

**Table 9.5**  
**Primary Service Setting**

	SETD	TD	SEES	ES	SEMS	MS	SEHS	HS
General Education (GE) Classroom	57	80	63	80	40			
Resource Specialist Classroom	19	13	19	13	20			
Special Education (SE) Self-Contained/Special Day Class	5	0	6	0	0			
Pull-out Program for Specialized Service	5	7	6	7	0			
Learning Center	0	0	0	0	0			
Other	14	0	6	0	40			

*Question 3.4: What best describes the PRIMARY service setting for students with IEPs that you serve?*

## Barriers to Effective Service Delivery

**Table 9.6**  
*Works to Reduce Instructional Interruptions*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	5	25	7	25	0			
Agree	35	63	27	63	60			
Disagree	35	13	33	13	40			
Strongly Disagree	25	0	33	0	0			
Not Applicable	0	0	0	0	0			

*Question 3.06: This school works to reduce interruptions to instruction for students with Individualized Education Programs (IEPs).*

**Table 9.7**  
*Works to Minimize Paperwork*

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	5	19	7	19	0			
Agree	37	44	29	44	60			
Disagree	26	19	21	19	40			
Strongly Disagree	32	19	43	19	0			
Not Applicable	0	0	0	0	0			

*Question 3.07: This school takes steps to minimize required paperwork.*

**Table 9.8**  
**Effectively Schedules Mandated Activities**

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	20	19	13	19	40			
Agree	50	56	47	56	60			
Disagree	15	25	20	25	0			
Strongly Disagree	15	0	20	0	0			
Not Applicable	0	0	0	0	0			

*Question 3.10: This school effectively schedules legally mandated special education activities (e.g., assessments, behavior supports, mandated meetings with parents)..*

## Integration and Collaboration between Special and General Education

**Table 9.9**  
**Integrates Special Ed into Daily Operations**

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	25	14	25	0			
Agree	53	63	36	63	100			
Disagree	26	13	36	13	0			
Strongly Disagree	5	0	7	0	0			
Not Applicable	5	0	7	0	0			

*Question 3.05: This school integrates special education into its daily operations..*

**Table 9.10**  
***Encourages General and Special Ed Teaming***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	25	7	25	20			
Agree	53	44	43	44	80			
Disagree	16	25	21	25	0			
Strongly Disagree	21	6	29	6	0			
Not Applicable	0	0	0	0	0			

*Question 3.08: This school encourages teaming between general and special education personnel.*

**Table 9.11**  
***Provides Sufficient Time to Collaborate on Service Delivery***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	5	19	7	19	0			
Agree	30	25	20	25	60			
Disagree	35	38	33	38	40			
Strongly Disagree	30	19	40	19	0			
Not Applicable	0	0	0	0	0			

*Question 3.09: This school provides sufficient time to collaborate with colleagues regarding services to students with IEPs..*

**Table 9.12**  
***Views Service to Students with IEPs as Shared Staff Responsibility***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	25	14	25	0			
Agree	47	50	36	50	80			
Disagree	26	25	29	25	20			
Strongly Disagree	16	0	21	0	0			
Not Applicable	0	0	0	0	0			

*Question 3.22: This school views service to students with IEPs as a shared responsibility among all staff..*

**Table 9.13*****Promotes Participation in School Decision Making***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	6	13	8	13	0			
Agree	41	50	31	50	75			
Disagree	35	31	38	31	25			
Strongly Disagree	12	0	15	0	0			
Not Applicable	6	6	8	6	0			

*Question 3.24: This school promotes personnel participation in decision-making that affects school practices and policies.*

## Expectations and Supports for Special Populations

**Table 9.14*****High Expectations for Students with IEPs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	10	27	13	27	0			
Agree	50	40	47	40	60			
Disagree	20	27	13	27	40			
Strongly Disagree	15	0	20	0	0			
Not Applicable	5	7	7	7	0			

*Question 3.14: This school sets high expectations for students with IEPs.*

**Table 9.15*****Supports Culturally and Linguistically Diverse Students with IEPs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	5	19	7	19	0			
Agree	32	50	29	50	40			
Disagree	37	25	29	25	60			
Strongly Disagree	16	0	21	0	0			
Not Applicable	11	6	14	6	0			

*Question 3.15: This school provides effective supports for teaching culturally and linguistically diverse students with IEPs.*

**Table 9.16*****Supports Alternative Modes of Communication***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	29	14	29	0			
Agree	37	36	29	36	60			
Disagree	16	29	21	29	0			
Strongly Disagree	16	0	21	0	0			
Not Applicable	21	7	14	7	40			

*Question 3.16: This school provides effective supports for students needing alternative modes of communication (e.g., manual signs, communication boards, computer-based devices, picture exchange systems, Braille).*

**Table 9.17*****Provides Complete State Adopted Instructional Materials for Students with IEPs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	25	14	25	0			
Agree	42	25	36	25	60			
Disagree	21	31	21	31	20			
Strongly Disagree	11	6	14	6	0			
Not Applicable	16	13	14	13	20			

*Question 3.18: This school provides complete state adopted instructional materials for students with IEPs).*

**Table 9.18*****Provides Sufficient Resources for Special Ed Programs and Services***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	5	19	7	19	0			
Agree	53	38	43	38	80			
Disagree	21	31	21	31	20			
Strongly Disagree	16	0	21	0	0			
Not Applicable	5	13	7	13	0			

*Question 3.23: This school has sufficient resources to support special education programs and services.*

## Personnel Supports

**Table 9.19**

***Has Positive Working Environment for Staff Serving Students with IEPs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	10	25	13	25	0			
Agree	55	50	47	50	80			
Disagree	10	25	7	25	20			
Strongly Disagree	25	0	33	0	0			
Not Applicable	0	0	0	0	0			

*Question 3.11: This provides a positive working environment for staff who serve students with IEPs..*

**Table 9.20**

***Acknowledges Responsibilities of Staff Serving Students with IEPs***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	10	19	7	19	20			
Agree	50	56	47	56	60			
Disagree	15	25	13	25	20			
Strongly Disagree	25	0	33	0	0			
Not Applicable	0	0	0	0	0			

*Question 3.12: This school acknowledges the responsibilities for staff who serve students with IEPs..*

**Table 9.21**

***Provides Relevant Paraprofessional Training***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	5	13	7	13	0			
Agree	15	40	7	40	40			
Disagree	35	13	27	13	60			
Strongly Disagree	20	13	27	13	0			
Not Applicable	25	20	33	20	0			

*Question 3.13: This school provides relevant training for paraprofessionals.*

**Table 9.22**  
***Climate Encourages Continued Service***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	16	19	14	19	20			
Agree	42	44	36	44	60			
Disagree	21	31	21	31	20			
Strongly Disagree	16	0	21	0	0			
Not Applicable	5	6	7	6	0			

*Question 3.17: This school has a climate that encourages me to continue in my role of service to students with IEPs..*

**Table 9.23**  
***Provides Adequate Access to Technology***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	13	14	13	0			
Agree	53	33	43	33	80			
Disagree	21	40	29	40	0			
Strongly Disagree	5	7	7	7	0			
Not Applicable	11	7	7	7	20			

*Question 3.19: This school provides adequate access to technology for staff who serve students with IEPs.*

**Table 9.24**  
***Has Good Communication with District Personnel***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	11	19	14	19	0			
Agree	37	44	21	44	80			
Disagree	16	25	21	25	0			
Strongly Disagree	21	0	29	0	0			
Not Applicable	16	13	14	13	20			

*Question 3.20: This school has good communication with district personnel to support students with IEPs.*

**Table 9.25**  
***Provides Adequate Compensation***

	SETD %	TD %	SEES %	ES %	SEMS %	MS %	SEHS %	HS %
Strongly Agree	16	19	14	19	20			
Agree	58	44	64	44	40			
Disagree	5	19	0	19	20			
Strongly Disagree	5	0	7	0	0			
Not Applicable	16	19	14	19	20			

*Question 3.21: This school offers adequate benefits (e.g. salary, fringe and retirement options) to support my continued employment at this school.*