SFUSD SAN FRANCISCO PUBLIC SCHOOLS

SFUSD School Staff Satisfaction Survey 2012

SFUSD School Staff Satisfaction Survey 2012
Survey Distribution and Return Counts

Report#	School Name/ Report Title	School Number	Certificated Staff Count	Para-professional Staff Count	Surveys Returned *** Count	Surveys Returned *** Percent
1	Districtwide - All Staff	---	3369	1041	2714	61.5%
2	Position Summary Report: Classroom Tchr	---	---	---	1695	---
3	Position Summary Report: Resource Tchr	---	---	---	117	---
4	Position Summary Report: Counselor	---	---	---	70	---
5	Position Summary Report: Paraprofessional	---	---	---	191	---
6	Elementary K-5 Schools	---	1410	455	1241	66.5%
7	Middle Schools	---	555	169	420	58.0%
8	High Schools	---	1002	295	822	63.4%
9	Alternatively Configured Schools	---	325	77	196	48.8%
10	S.F. County Schools	---	76	45	35	28.9%
	Elementary K-5 Schools					
11	Alamo ES	413	24	4	29	100.0%+
12	Alvarado ES	420	31	13	25	56.8%
13	Argonne ES	435	20	4	16	66.7%
14	Bryant ES	456	21	5	18	69.2%
15	Carver ES	625	25	6	19	61.3%
16	Chavez ES	603	43	15	40	69.0%
17	Chin ES	872	14	1	17	100.0%+
18	Chinese Ed Ctr ES	476	7	3	7	70.0% **
19	Chinese Immersion ES	509	11	1	11	91.7%
20	Clarendon ES	478	29	9	19	50.0%
21	Cleveland ES	481	23	5	15	53.6%
22	Cobb ES	525	14	8	10	45.5% **
23	Drew CP Acdy	507	21	10	19	61.3%
24	El Dorado ES	521	19	5	9	37.5% **
25	Fairmount ES	537	25	14	12	30.8%
26	Feinstein ES	539	28	10	24	63.2%
27	Flynn ES	680	33	8	27	65.9%
28	Garfield ES	562	16	5	14	66.7%
29	Glen Park ES	575	20	6	20	76.9%
30	Grattan ES	589	21	14	28	80.0%
31	Guadalupe ES	593	24	4	22	78.6%
--	Harte ES	453	13	6	---	--- *
32	Hillcrest ES	614	34	9	25	58.1%
33	Jefferson ES	644	27	10	21	56.8%
34	Key ES	544	33	16	23	46.9%
35	King ES	838	26	17	20	46.5%
36	Lafayette ES	664	30	13	20	46.5%
37	Lakeshore ES	670	28	12	14	35.0%
38	Lau ES	490	33	1	31	91.2%
39	Longfellow ES	691	32	6	27	71.1%
40	Malcolm X Acdy ES	830	9	7	16	100.0%
41	Marshall ES	714	15	2	15	88.2%
42	McCoppin ES	549	18	4	18	81.8%
43	McKinley ES	718	19	5	15	62.5%
44	Milk ES	505	14	9	11	47.8%
45	Miraloma ES	722	23	7	17	56.7%
46	Mission Ed Ctr ES	724	7	3	13	100.0%+
47	Monroe ES	729	30	5	35	100.0%
48	Moscone ES	723	22	1	17	73.9%
49	Muir ES	650	25	9	28	82.4%
50	New Traditions ES	735	13	2	22	100.0%+
51	Ortega ES	746	21	9	16	53.3%
52	Parker ES	638	15	6	14	66.7%
53	Parks ES	786	33	15	37	77.1%
54	Peabody ES	569	17	6	14	60.9%
55	Redding ES	790	20	1	20	95.2%
56	SF Public Montessori ES	814	5	3	2	25.0% **
57	Sanchez ES	816	24	13	26	70.3%
58	Serra ES	656	18	3	18	85.7%
59	Sheridan ES	820	14	7	19	90.5%
60	Sherman ES	823	32	5	15	40.5%
61	Sloat ES	488	19	7	17	65.4%
62	Spring Valley ES	834	20	3	16	69.6%

*** The number of surveys returned may exceed 100% (+) because the number of paraprofessionals was under-counted or additional school staff filled out a survey.

** The results for this school should be treated with caution, there were too few respondents.

* There were no survey forms returned from this school.

Note: The return rate is only reported for individual schools and the operational levels.

SFUSD\RPA (6/28/12)

SFUSD School Staff Satisfaction Survey 2012
Survey Distribution and Return Counts

Report#	School Name/ Report Title	School Number	Certificated Staff Count	Para-professional Staff Count	Surveys Returned *** Count	Surveys Returned *** Percent	
	Elementary K-5 Schools						
63	Stevenson ES	782	24	10	24	70.6%	
64	Sunnyside ES	842	20	9	27	93.1%	
65	Sunset ES	750	22	6	25	89.3%	
66	Sutro ES	848	13	6	17	89.5%	
67	Taylor ES	513	40	9	20	40.8%	
68	Tenderloin ES	859	25	8	15	45.5%	
69	Ulloa ES	862	25	9	25	73.5%	
70	Vis Valley ES	867	21	5	21	80.8%	
71	Webster ES	497	16	2	18	100.0%	
72	West Portal ES	876	30	11	24	58.5%	
73	Yick Wo ES	801	16	8	22	91.7%	
	Middle Schools						
74	Aptos MS	431	56	15	43	60.6%	
75	Denman MS	632	37	19	35	62.5%	
76	Everett MS	529	39	12	32	62.8%	
77	Francisco MS	546	38	6	39	88.6%	
78	Giannini MS	404	61	21	1	1.2%	**
79	Hoover MS	607	65	13	45	57.7%	
--	King MS	710	38	14	---	---	*
80	Lick MS	634	46	9	43	78.2%	
81	Marina MS	708	50	21	53	74.7%	
82	Presidio MS	778	55	12	54	80.6%	
83	Roosevelt MS	797	39	13	40	76.9%	
84	Vis Valley MS	868	31	14	35	77.8%	
	High Schools						
85	Acdy Arts & Science HS	832	13	3	12	75.0%	
86	Asawa SF HS of the Arts	815	43	17	35	58.3%	
87	Balboa HS	439	80	25	62	59.1%	
88	Burton HS	764	65	23	52	59.1%	
89	Downtown HS	742	17	4	15	71.4%	
90	Galileo HS	559	116	27	87	60.8%	
91	Independence HS	466	17	2	20	100.0%+	
92	Intl Studies Academy HS	624	41	9	38	76.0%	
--	Jordan Sch for Equity HS	757	18	6	---	---	*
93	Lincoln HS	405	117	35	96	63.2%	
94	Lowell HS	697	140	28	114	67.9%	
95	Marshall HS	853	53	18	50	70.4%	
96	Mission HS	725	80	38	59	50.0%	
97	O'Connell HS	651	51	19	43	61.4%	
98	S.F International HS	621	18	2	14	70.0%	
99	Wallenberg HS	785	36	16	36	69.2%	
100	Washington HS	571	121	27	73	49.3%	
101	Wells HS	743	17	5	16	72.7%	
	Alternatively Configured Schools						
102	Buena Vista/ Mann K8	618	50	14	24	37.5%	
103	Carmichael ES	449	36	8	12	27.3%	
104	Lawton Alt K8	676	31	10	33	80.5%	
105	Lilienthal Alt K8	479	37	11	36	75.0%	
106	Revere ES	760	45	12	34	59.7%	
107	Rooftop Alt K8	796	38	7	13	28.9%	
108	S.F. Community ES	493	21	3	21	87.5%	
109	Yu Alt K8	485	26	3	23	79.3%	
	SF County Schools						
110	Civic Ctr HS CCS	483	30	20	15	30.0%	
111	Hilltop CAO	616	6	5	8	72.7%	**
112	Woodside CJC	892	25	10	12	34.3%	

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SFUSD\RPA (6/28/12)

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Report#	School Name/ Report Title	School Number	Certificated Staff Count	Para-professional Staff Count	Surveys Returned *** Count	Surveys Returned *** Percent
	District Zones					
113	Zone: Area 1		---	---	430	
114	Zone: Area 2		---	---	392	
115	Zone: Area 3		---	---	390	
116	Superintendent's Zone (Mission)		---	---	271	
117	Superintendent's Zone (Mission)- ES only		---	---	113	
118	Superintendent's Zone (Mission)- MS only		---	---	56	
119	Superintendent's Zone (Mission)- HS only		---	---	102	
120	Superintendent's Zone (Bayview)		---	---	138	
121	Superintendent's Zone (Bayview)- ES only		---	---	54	
122	Superintendent's Zone (Bayview)- K8 only		---	---	34	
123	Superintendent's Zone (Bayview)- HS only		---	---	50	
124	Zone: Middle Schools		---	---	388	
125	Zone: High Schools		---	---	705	

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SFUSD SAN FRANCISCO PUBLIC SCHOOLS

Carlos A. Garcia
Superintendent of Schools

555 Franklin Street, Rm. 301 San Francisco, CA 94102 T 415/241-6121 F 415/241-6012 carlosgarcia@sfusd.edu

March 1, 2012

TO: All School Site Administrators

FROM: Carlos Garcia, Superintendent

RE: 2012 SFUSD Stakeholders Satisfaction Surveys

The San Francisco Unified School District is committed to keeping our promises to our students and families (Goal 3 of the Balanced Scorecard). To keep this commitment, we need regular feedback from our stakeholders. As I did for the last four years, I am inviting you to rate your satisfaction with our schools and the District. The results of our satisfaction surveys will be used to continually improve our learning environments and will provide data for the District and schools' Balanced Scorecards. The stakeholders that we are surveying include students (Grades 5, 8, and 11), school staff, site administrators, and families. All surveys are anonymous and voluntary.

Included with this letter is a packet with school staff surveys. Student surveys will arrive by District mail in the beginning of March. The directions for administration of the student and school staff surveys will be included with each packet.

- School staff surveys should be administered at a faculty meeting, if possible.
- Student surveys should be administered only in Grades 5, 8, and 11.

Please return the completed student and staff surveys to our Research, Planning & Accountability Department (RPA) in the envelopes provided **by April 4.**

Family surveys will be sent to schools in mid April to be included in student homework packets and to be collected and returned by the schools by mid May. Parent Liaisons will support this process.

Because the satisfaction surveys are voluntary and anonymous, all student, family, and school staff survey results will be reported by district and school only, while the site administrator survey results will be reported by district only.

I understand that this is a busy time for the school sites and appreciate your time in the administration of these surveys. Thank you for all your efforts in helping us to obtain this valuable data.
If you should have any questions, please contact RPA at 241-6454.

SFUSD School Staff Satisfaction Survey 2012

The purpose of this **voluntary** and **anonymous** survey is to obtain feedback from you on how our school district is doing in keeping our promises to our students and families—as described in our district's strategic plan. The results reported will present aggregate district data and disaggregated school data that each site can use as a measure of its progress. The results of your survey will be reported by the District's Research, Planning and Accountability Department next fall. Please include your own sheet of paper to write about any additional comment you may have. Thank you.

School Number
000
School-Name

Please use a pencil or a black ink pen to fill in a circle for each item like this: ● **Not like this:** ⊗ ✓ / ·

Background Information

My Gender: ○ Female ○ Male

My Ethnicity: ○ African American ○ Latino ○ Chinese ○ Other Non-White ○ Native American ○ Japanese ○ Korean ○ Other White ○ Pacific Islander ○ Filipino ○ Samoan ○ Decline to State

I have been a teacher for: ○ 2 years or less ○ 3-5 years ○ 6-10 years ○ More than 10 years

My Primary Position: ○ Classroom Teacher ○ Resource Teacher ○ Counselor ○ Paraprofessional ○ Other

Access and Equity	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	○	○	○	○	○
2. The school provides access to resources that close the achievement gap.	○	○	○	○	○
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	○	○	○	○	○
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	○	○	○	○	○
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	○	○	○	○	○
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	○	○	○	○	○
7. Students at this school perceive staff as supportive of their academic and social advancement.	○	○	○	○	○
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	○	○	○	○	○
9. My school is a safe place for teaching and learning from early in the morning to late at night.	○	○	○	○	○

Student Achievement	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
10. Expectations are clear for students, school staff, and families.	○	○	○	○	○
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	○	○	○	○	○
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	○	○	○	○	○
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	○	○	○	○	○
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	○	○	○	○	○
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	○	○	○	○	○
16. The school provides opportunities for students to participate in at least two community service projects per year.	○	○	○	○	○
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	○	○	○	○	○
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	○	○	○	○	○
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	○	○	○	○	○

Accountability	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
20. The District values me as an employee.	○	○	○	○	○
21. The school works with community partnerships to strengthen student learning.	○	○	○	○	○
22. Families and the community feel welcomed and connected to the culture of the school.	○	○	○	○	○
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	○	○	○	○	○
24. The administration provides me with the support I need to improve my professional practice.	○	○	○	○	○
25. The Superintendent is leading the District in the right direction.	○	○	○	○	○
26. The Board of Education is leading the District in the right direction.	○	○	○	○	○
27. My school is heading in the right direction.	○	○	○	○	○
28. I believe that my school's strategic plan will achieve its goals and objectives.	○	○	○	○	○
29. I would place my child in this school.	○	○	○	○	○
30. Overall, I am satisfied with my job at SFUSD.	○	○	○	○	○

SFUSD School Staff Satisfaction Survey 2012
Districtwide Summary Report

Total 2,679 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.2%	59.3%	7.1%	2.2%	6.1%	**3.15**
2. The school provides access to resources that close the achievement gap.	20.7%	59.7%	13.3%	3.0%	3.3%	**3.01**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	41.0%	53.8%	2.3%	0.6%	2.2%	**3.38**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.3%	53.2%	7.8%	2.0%	1.7%	**3.24**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	30.3%	56.5%	7.8%	2.0%	3.4%	**3.19**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	37.5%	51.9%	4.2%	0.6%	5.8%	**3.34**
7. Students at this school perceive staff as supportive of their academic and social advancement.	28.5%	62.0%	4.2%	0.6%	4.7%	**3.24**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	17.8%	46.1%	24.9%	8.9%	2.3%	**2.75**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	31.2%	52.5%	11.8%	2.5%	2.0%	**3.15**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	22.7%	57.9%	15.3%	2.0%	2.1%	**3.03**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	26.9%	61.2%	6.8%	1.1%	4.0%	**3.19**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	30.4%	56.7%	5.7%	0.6%	6.5%	**3.25**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	20.2%	49.5%	16.9%	4.6%	8.8%	**2.93**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	20.5%	53.8%	16.4%	2.8%	6.5%	**2.98**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	32.9%	50.4%	10.9%	2.6%	3.2%	**3.17**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.6%	29.5%	23.3%	8.4%	24.1%	**2.66**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	19.2%	57.1%	15.1%	3.9%	4.7%	**2.96**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	19.7%	50.2%	13.7%	6.4%	10.1%	**2.92**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	28.8%	55.9%	7.5%	0.8%	7.1%	**3.21**
Accountability						
20. The District values me as an employee.	4.9%	36.8%	28.4%	16.3%	13.6%	**2.35**
21. The school works with community partnerships to strengthen student learning.	19.8%	57.8%	12.1%	2.2%	8.0%	**3.03**
22. Families and the community feel welcomed and connected to the culture of the school.	20.9%	55.4%	12.9%	2.4%	8.4%	**3.04**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	20.1%	55.5%	15.2%	3.2%	6.0%	**2.98**
24. The administration provides me with the support I need to improve my professional practice.	22.1%	51.6%	16.3%	7.2%	2.8%	**2.91**
25. The Superintendent is leading the District in the right direction.	5.8%	32.8%	20.5%	10.4%	30.5%	**2.49**
26. The Board of Education is leading the District in the right direction.	3.6%	26.6%	22.3%	12.7%	34.9%	**2.32**
27. My school is heading in the right direction.	22.5%	53.8%	10.8%	4.7%	8.2%	**3.03**
28. I believe that my school's strategic plan will achieve its goals and objectives.	17.8%	53.1%	9.0%	3.6%	16.5%	**3.02**
29. I would place my child in this school.	23.6%	39.0%	15.0%	9.2%	13.2%	**2.89**
30. Overall, I am satisfied with my job at SFUSD.	17.6%	61.8%	12.3%	4.0%	4.2%	**2.97**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	69.4%	30.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.6%	11.0%	14.5%	4.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.9%	1.9%	0.7%	36.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.6%	3.0%	0.2%	15.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.6%	15.0%	21.3%	52.2%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.0%	5.5%	3.3%	9.2%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Position Summary Report: Classroom Teacher

Total 1,695 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	24.3%	60.5%	7.2%	2.3%	5.6%	**3.13**
2. The school provides access to resources that close the achievement gap.	20.2%	59.5%	14.6%	3.0%	2.6%	**3.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	40.7%	54.8%	2.1%	0.5%	1.8%	**3.38**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.0%	54.1%	7.8%	2.0%	1.1%	**3.23**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	30.4%	56.2%	7.7%	2.0%	3.7%	**3.19**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.7%	52.6%	4.7%	0.5%	5.5%	**3.33**
7. Students at this school perceive staff as supportive of their academic and social advancement.	28.8%	62.0%	3.9%	0.7%	4.6%	**3.25**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	17.7%	46.2%	25.1%	9.6%	1.4%	**2.73**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	30.9%	52.4%	12.9%	2.2%	1.7%	**3.14**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	22.4%	58.0%	15.7%	2.1%	1.8%	**3.02**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	27.7%	61.8%	6.4%	1.2%	3.0%	**3.19**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	31.8%	56.7%	5.6%	0.7%	5.1%	**3.26**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	19.5%	49.7%	17.9%	5.0%	7.9%	**2.91**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	20.4%	54.1%	16.4%	3.3%	5.7%	**2.97**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	32.9%	49.6%	12.2%	2.3%	3.0%	**3.17**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.4%	27.3%	23.8%	9.3%	25.2%	**2.62**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	17.8%	56.9%	16.7%	4.1%	4.4%	**2.93**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	19.5%	50.1%	14.0%	6.7%	9.7%	**2.91**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	28.2%	56.3%	7.9%	0.8%	6.7%	**3.20**
Accountability						
20. The District values me as an employee.	3.9%	36.0%	30.1%	17.3%	12.8%	**2.30**
21. The school works with community partnerships to strengthen student learning.	19.4%	57.9%	12.5%	2.2%	8.0%	**3.03**
22. Families and the community feel welcomed and connected to the culture of the school.	20.0%	55.7%	13.8%	2.1%	8.4%	**3.02**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	18.8%	56.5%	16.1%	3.3%	5.4%	**2.96**
24. The administration provides me with the support I need to improve my professional practice.	21.9%	51.6%	16.5%	7.8%	2.3%	**2.90**
25. The Superintendent is leading the District in the right direction.	5.3%	31.9%	21.5%	10.7%	30.7%	**2.46**
26. The Board of Education is leading the District in the right direction.	3.1%	25.1%	22.5%	13.9%	35.4%	**2.27**
27. My school is heading in the right direction.	22.4%	54.0%	11.0%	4.5%	8.2%	**3.03**
28. I believe that my school's strategic plan will achieve its goals and objectives.	17.4%	53.8%	9.1%	3.5%	16.2%	**3.02**
29. I would place my child in this school.	23.6%	39.3%	15.5%	9.5%	12.1%	**2.88**
30. Overall, I am satisfied with my job at SFUSD.	16.7%	61.8%	12.9%	4.0%	4.6%	**2.96**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	71.2%	28.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.9%	10.7%	15.2%	3.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.8%	2.2%	0.9%	38.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.6%	3.5%	0.2%	16.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.4%	13.9%	21.2%	53.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Position Summary Report: Resource Teacher

Total 117 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	33.0%	55.7%	6.1%	0.0%	5.2%	**3.28**
2. The school provides access to resources that close the achievement gap.	27.0%	59.1%	9.6%	1.7%	2.6%	**3.14**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	41.0%	53.8%	3.4%	0.9%	0.9%	**3.36**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	37.6%	52.1%	6.8%	0.9%	2.6%	**3.30**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	35.3%	54.3%	7.8%	0.9%	1.7%	**3.26**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	44.3%	44.3%	7.0%	0.9%	3.5%	**3.37**
7. Students at this school perceive staff as supportive of their academic and social advancement.	30.4%	60.9%	5.2%	0.0%	3.5%	**3.26**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.7%	43.1%	25.9%	7.8%	2.6%	**2.79**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	34.5%	44.0%	12.1%	4.3%	5.2%	**3.15**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	20.7%	55.2%	19.8%	2.6%	1.7%	**2.96**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	19.8%	62.9%	8.6%	2.6%	6.0%	**3.06**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	30.4%	53.0%	12.2%	0.9%	3.5%	**3.17**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	33.9%	40.9%	16.5%	5.2%	3.5%	**3.07**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	23.7%	45.6%	21.9%	2.6%	6.1%	**2.96**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	28.7%	50.4%	11.3%	6.1%	3.5%	**3.05**
16. The school provides opportunities for students to participate in at least two community service projects per year.	17.5%	18.4%	32.5%	12.3%	19.3%	**2.51**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.7%	53.9%	15.7%	4.3%	4.3%	**2.97**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	23.7%	43.0%	19.3%	5.3%	8.8%	**2.93**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	23.0%	63.7%	5.3%	0.9%	7.1%	**3.17**
Accountability						
20. The District values me as an employee.	4.3%	37.4%	23.5%	16.5%	18.3%	**2.36**
21. The school works with community partnerships to strengthen student learning.	18.1%	57.8%	12.1%	4.3%	7.8%	**2.97**
22. Families and the community feel welcomed and connected to the culture of the school.	23.0%	56.6%	9.7%	2.7%	8.0%	**3.09**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	16.7%	65.8%	12.3%	1.8%	3.5%	**3.01**
24. The administration provides me with the support I need to improve my professional practice.	25.4%	54.4%	12.3%	4.4%	3.5%	**3.05**
25. The Superintendent is leading the District in the right direction.	6.1%	29.6%	21.7%	9.6%	33.0%	**2.48**
26. The Board of Education is leading the District in the right direction.	3.5%	24.8%	20.4%	12.4%	38.9%	**2.32**
27. My school is heading in the right direction.	26.5%	56.4%	7.7%	2.6%	6.8%	**3.15**
28. I believe that my school's strategic plan will achieve its goals and objectives.	17.2%	57.8%	6.9%	3.4%	14.7%	**3.04**
29. I would place my child in this school.	22.4%	38.8%	14.7%	6.9%	17.2%	**2.93**
30. Overall, I am satisfied with my job at SFUSD.	18.1%	62.1%	11.2%	2.6%	6.0%	**3.02**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	79.3%	20.7%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.6%	10.3%	6.8%	5.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	2.6%	0.0%	1.7%	53.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.9%	1.7%	0.0%	11.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	14.5%	16.2%	18.8%	50.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	0.0%	100.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Position Summary Report: Counselor

Total 70 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	24.3%	62.9%	4.3%	1.4%	7.1%	**3.18**
2. The school provides access to resources that close the achievement gap.	18.6%	65.7%	10.0%	2.9%	2.9%	**3.03**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	17.4%	72.5%	4.3%	1.4%	4.3%	**3.11**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	25.7%	54.3%	8.6%	2.9%	8.6%	**3.13**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	23.2%	56.5%	8.7%	4.3%	7.2%	**3.06**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	30.4%	59.4%	5.8%	1.4%	2.9%	**3.22**
7. Students at this school perceive staff as supportive of their academic and social advancement.	21.4%	67.1%	2.9%	2.9%	5.7%	**3.14**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.6%	39.7%	25.0%	1.5%	13.2%	**2.92**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	21.4%	67.1%	4.3%	4.3%	2.9%	**3.09**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	15.7%	62.9%	18.6%	1.4%	1.4%	**2.94**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	15.7%	60.0%	11.4%	1.4%	11.4%	**3.02**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	14.3%	54.3%	11.4%	0.0%	20.0%	**3.04**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	13.2%	50.0%	17.6%	2.9%	16.2%	**2.88**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	18.8%	55.1%	18.8%	1.4%	5.8%	**2.97**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	32.9%	52.9%	8.6%	4.3%	1.4%	**3.16**
16. The school provides opportunities for students to participate in at least two community service projects per year.	12.9%	35.7%	27.1%	5.7%	18.6%	**2.68**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	24.3%	62.9%	5.7%	2.9%	4.3%	**3.13**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.5%	42.0%	14.5%	11.6%	17.4%	**2.72**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	24.3%	58.6%	7.1%	1.4%	8.6%	**3.16**
Accountability						
20. The District values me as an employee.	1.4%	43.5%	27.5%	8.7%	18.8%	**2.46**
21. The school works with community partnerships to strengthen student learning.	15.9%	72.5%	10.1%	0.0%	1.4%	**3.06**
22. Families and the community feel welcomed and connected to the culture of the school.	13.0%	52.2%	17.4%	2.9%	14.5%	**2.88**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.2%	69.1%	10.3%	1.5%	5.9%	**3.00**
24. The administration provides me with the support I need to improve my professional practice.	24.6%	59.4%	10.1%	2.9%	2.9%	**3.09**
25. The Superintendent is leading the District in the right direction.	2.9%	43.5%	11.6%	5.8%	36.2%	**2.68**
26. The Board of Education is leading the District in the right direction.	2.9%	22.1%	19.1%	5.9%	50.0%	**2.44**
27. My school is heading in the right direction.	23.5%	54.4%	5.9%	4.4%	11.8%	**3.10**
28. I believe that my school's strategic plan will achieve its goals and objectives.	18.6%	47.1%	11.4%	1.4%	21.4%	**3.05**
29. I would place my child in this school.	18.6%	37.1%	15.7%	10.0%	18.6%	**2.79**
30. Overall, I am satisfied with my job at SFUSD.	17.1%	65.7%	10.0%	2.9%	4.3%	**3.01**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	72.1%	27.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	10.0%	17.1%	15.7%	7.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	28.6%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	1.4%	4.3%	0.0%	11.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	16.4%	34.4%	19.7%	29.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	0.0%	0.0%	100.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Position Summary Report: Paraprofessional

Total 191 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.9%	51.3%	5.8%	1.6%	15.3%	**3.20**
2. The school provides access to resources that close the achievement gap.	23.0%	55.1%	8.0%	3.2%	10.7%	**3.10**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	43.1%	48.4%	1.6%	1.1%	5.9%	**3.42**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.6%	47.3%	6.4%	3.2%	7.4%	**3.25**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	26.7%	54.5%	8.6%	3.2%	7.0%	**3.13**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	31.9%	53.7%	2.7%	0.5%	11.2%	**3.32**
7. Students at this school perceive staff as supportive of their academic and social advancement.	26.3%	58.1%	5.4%	0.5%	9.7%	**3.22**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	22.0%	42.5%	18.3%	8.6%	8.6%	**2.85**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	33.7%	56.1%	6.4%	2.1%	1.6%	**3.23**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	25.9%	57.1%	10.1%	1.1%	5.8%	**3.15**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	23.2%	58.4%	5.4%	1.1%	11.9%	**3.18**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	22.3%	52.1%	3.7%	0.5%	21.3%	**3.22**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	16.1%	50.0%	11.8%	1.1%	21.0%	**3.03**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	17.8%	53.0%	11.4%	1.1%	16.8%	**3.05**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.5%	51.1%	4.3%	1.6%	9.6%	**3.29**
16. The school provides opportunities for students to participate in at least two community service projects per year.	19.6%	35.3%	12.5%	1.6%	31.0%	**3.06**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	23.8%	56.2%	6.5%	2.2%	11.4%	**3.15**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.9%	48.1%	9.6%	2.1%	19.3%	**3.09**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	33.2%	51.1%	3.8%	0.5%	11.4%	**3.32**
Accountability						
20. The District values me as an employee.	13.8%	43.9%	14.8%	9.5%	18.0%	**2.75**
21. The school works with community partnerships to strengthen student learning.	21.6%	49.7%	9.2%	2.2%	17.3%	**3.10**
22. Families and the community feel welcomed and connected to the culture of the school.	28.9%	49.2%	7.5%	3.2%	11.2%	**3.17**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	30.1%	49.5%	8.1%	2.2%	10.2%	**3.20**
24. The administration provides me with the support I need to improve my professional practice.	22.8%	47.3%	17.4%	3.3%	9.2%	**2.99**
25. The Superintendent is leading the District in the right direction.	8.6%	38.7%	15.1%	5.4%	32.3%	**2.75**
26. The Board of Education is leading the District in the right direction.	6.5%	37.0%	19.0%	5.4%	32.1%	**2.66**
27. My school is heading in the right direction.	24.5%	53.8%	7.1%	2.2%	12.5%	**3.15**
28. I believe that my school's strategic plan will achieve its goals and objectives.	22.0%	50.5%	4.3%	2.7%	20.4%	**3.16**
29. I would place my child in this school.	27.5%	37.4%	9.9%	6.6%	18.7%	**3.05**
30. Overall, I am satisfied with my job at SFUSD.	32.1%	52.9%	8.6%	2.7%	3.7%	**3.19**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	68.5%	31.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	16.8%	14.1%	20.4%	6.8%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	3.7%	0.0%	20.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	1.0%	3.7%	0.0%	11.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	14.0%	16.8%	10.5%	58.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	0.0%	0.0%	0.0%	100.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Elementary K-5 Schools Summary Report

Total 1,241 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	31.8%	56.5%	5.8%	1.8%	4.1%	**3.23**
2. The school provides access to resources that close the achievement gap.	26.3%	57.7%	11.4%	1.7%	2.9%	**3.12**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	50.0%	46.7%	1.1%	0.2%	2.0%	**3.49**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	43.0%	49.3%	4.9%	1.6%	1.2%	**3.35**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	40.6%	52.1%	4.0%	1.3%	2.1%	**3.35**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	43.2%	49.6%	2.7%	0.5%	4.0%	**3.41**
7. Students at this school perceive staff as supportive of their academic and social advancement.	37.9%	56.0%	2.4%	0.2%	3.5%	**3.36**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	21.1%	44.1%	24.6%	8.0%	2.2%	**2.80**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	34.3%	49.9%	12.1%	1.6%	2.1%	**3.19**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	29.4%	54.8%	13.1%	0.9%	1.9%	**3.15**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	36.8%	56.1%	3.9%	0.7%	2.5%	**3.32**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	39.8%	52.4%	3.2%	0.3%	4.4%	**3.38**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	26.5%	50.4%	12.6%	2.8%	7.7%	**3.09**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	24.9%	54.7%	12.4%	2.0%	6.0%	**3.09**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.7%	52.1%	9.2%	1.9%	3.2%	**3.21**
16. The school provides opportunities for students to participate in at least two community service projects per year.	12.6%	24.9%	27.6%	9.6%	25.3%	**2.54**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.5%	48.2%	19.3%	5.4%	5.6%	**2.91**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	22.8%	50.4%	13.9%	5.7%	7.3%	**2.97**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	33.1%	51.8%	6.0%	0.4%	8.7%	**3.29**
Accountability						
20. The District values me as an employee.	5.4%	40.4%	26.0%	14.9%	13.4%	**2.42**
21. The school works with community partnerships to strengthen student learning.	21.3%	59.2%	11.1%	2.0%	6.4%	**3.07**
22. Families and the community feel welcomed and connected to the culture of the school.	29.1%	55.8%	9.0%	1.5%	4.7%	**3.18**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	27.7%	55.1%	11.4%	1.9%	3.9%	**3.13**
24. The administration provides me with the support I need to improve my professional practice.	25.3%	51.6%	14.5%	6.2%	2.3%	**2.98**
25. The Superintendent is leading the District in the right direction.	7.1%	37.2%	17.6%	7.5%	30.6%	**2.63**
26. The Board of Education is leading the District in the right direction.	3.7%	31.9%	19.7%	9.7%	35.0%	**2.46**
27. My school is heading in the right direction.	28.2%	53.8%	8.6%	3.1%	6.3%	**3.14**
28. I believe that my school's strategic plan will achieve its goals and objectives.	23.5%	55.2%	7.2%	2.3%	11.9%	**3.13**
29. I would place my child in this school.	29.1%	40.3%	12.8%	5.8%	12.0%	**3.05**
30. Overall, I am satisfied with my job at SFUSD.	19.3%	61.7%	11.6%	3.5%	3.9%	**3.01**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	83.3%	16.7%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.4%	11.3%	17.9%	3.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.9%	2.7%	0.5%	32.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.3%	1.9%	0.1%	16.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.7%	14.9%	20.6%	52.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.7%	7.0%	0.9%	9.4%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Middle Schools Summary Report

Total 420 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	15.6%	64.4%	8.5%	2.9%	8.5%	**3.01**
2. The school provides access to resources that close the achievement gap.	14.4%	62.5%	13.4%	4.9%	4.9%	**2.91**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	29.1%	60.6%	5.8%	0.5%	4.1%	**3.23**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	22.8%	57.3%	13.9%	2.6%	3.4%	**3.04**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	17.6%	59.0%	17.6%	2.2%	3.7%	**2.95**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	22.9%	62.5%	7.6%	0.2%	6.7%	**3.16**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.1%	67.5%	6.3%	0.7%	8.4%	**3.10**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	12.5%	47.8%	26.9%	10.3%	2.4%	**2.64**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	19.5%	56.7%	17.1%	4.3%	2.4%	**2.94**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	16.5%	57.8%	19.2%	4.1%	2.4%	**2.89**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	17.3%	62.2%	12.0%	2.2%	6.3%	**3.01**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.4%	58.5%	10.8%	1.4%	8.9%	**3.07**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	15.0%	48.3%	19.7%	7.0%	10.0%	**2.79**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	12.8%	55.7%	21.5%	2.9%	7.0%	**2.84**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	31.8%	48.0%	14.5%	2.7%	3.1%	**3.12**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.8%	32.4%	23.0%	7.5%	22.3%	**2.70**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.8%	63.2%	12.5%	3.4%	4.1%	**2.97**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.9%	55.4%	11.6%	6.0%	10.1%	**2.92**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	19.3%	62.2%	11.5%	0.2%	6.8%	**3.08**
Accountability						
20. The District values me as an employee.	3.9%	38.4%	29.0%	16.3%	12.4%	**2.34**
21. The school works with community partnerships to strengthen student learning.	13.7%	58.1%	17.1%	2.2%	8.9%	**2.92**
22. Families and the community feel welcomed and connected to the culture of the school.	13.6%	56.1%	17.5%	3.4%	9.5%	**2.88**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.9%	55.1%	18.3%	4.9%	7.8%	**2.85**
24. The administration provides me with the support I need to improve my professional practice.	22.9%	50.7%	15.4%	7.8%	3.2%	**2.92**
25. The Superintendent is leading the District in the right direction.	5.6%	35.4%	22.7%	9.0%	27.3%	**2.52**
26. The Board of Education is leading the District in the right direction.	4.7%	25.9%	24.1%	12.8%	32.5%	**2.33**
27. My school is heading in the right direction.	18.0%	56.3%	12.0%	5.1%	8.5%	**2.95**
28. I believe that my school's strategic plan will achieve its goals and objectives.	12.1%	49.8%	10.6%	3.9%	23.7%	**2.92**
29. I would place my child in this school.	16.5%	40.9%	18.6%	10.4%	13.6%	**2.73**
30. Overall, I am satisfied with my job at SFUSD.	15.9%	62.7%	13.3%	5.3%	2.9%	**2.92**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	58.8%	41.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.2%	10.2%	14.5%	4.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	1.4%	0.7%	39.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.7%	2.4%	0.5%	14.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.5%	17.2%	22.4%	46.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	80.7%	3.1%	5.8%	10.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
High Schools Summary Report

Total 822 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	19.7%	62.0%	8.3%	2.7%	7.3%	**3.06**
2. The school provides access to resources that close the achievement gap.	15.2%	61.8%	15.9%	3.7%	3.3%	**2.92**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	33.5%	60.9%	2.6%	1.1%	2.0%	**3.29**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	29.0%	56.8%	10.1%	2.2%	2.0%	**3.15**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	22.8%	60.6%	8.5%	2.6%	5.5%	**3.10**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.7%	50.0%	4.5%	1.0%	7.7%	**3.33**
7. Students at this school perceive staff as supportive of their academic and social advancement.	21.6%	67.7%	5.2%	1.1%	4.4%	**3.15**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	13.5%	49.5%	25.0%	9.8%	2.2%	**2.68**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	32.9%	56.6%	7.0%	2.0%	1.6%	**3.22**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	16.7%	62.4%	16.0%	2.7%	2.2%	**2.95**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	15.6%	68.9%	8.3%	1.2%	5.9%	**3.05**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	19.8%	62.5%	7.7%	0.4%	9.6%	**3.13**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	13.0%	48.8%	22.4%	6.4%	9.3%	**2.76**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	18.3%	52.4%	19.6%	3.0%	6.7%	**2.92**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	35.5%	49.8%	9.7%	2.8%	2.1%	**3.21**
16. The school provides opportunities for students to participate in at least two community service projects per year.	17.9%	36.5%	16.3%	6.4%	22.8%	**2.85**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.9%	65.6%	11.5%	1.7%	4.2%	**3.02**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	18.1%	47.5%	13.3%	6.7%	14.4%	**2.90**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	27.4%	58.4%	8.6%	1.4%	4.3%	**3.17**
Accountability						
20. The District values me as an employee.	4.6%	30.0%	32.3%	19.9%	13.2%	**2.22**
21. The school works with community partnerships to strengthen student learning.	20.6%	55.3%	11.3%	3.0%	9.8%	**3.04**
22. Families and the community feel welcomed and connected to the culture of the school.	13.9%	55.1%	16.0%	2.7%	12.3%	**2.91**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	12.0%	55.8%	19.3%	4.2%	8.7%	**2.83**
24. The administration provides me with the support I need to improve my professional practice.	15.4%	52.7%	19.7%	8.8%	3.3%	**2.77**
25. The Superintendent is leading the District in the right direction.	3.6%	24.3%	23.4%	17.1%	31.6%	**2.21**
26. The Board of Education is leading the District in the right direction.	2.6%	18.3%	25.3%	18.7%	35.0%	**2.08**
27. My school is heading in the right direction.	15.9%	53.7%	13.6%	6.6%	10.3%	**2.88**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.5%	52.7%	11.1%	5.7%	18.9%	**2.86**
29. I would place my child in this school.	18.5%	38.2%	16.0%	12.3%	14.9%	**2.74**
30. Overall, I am satisfied with my job at SFUSD.	16.0%	61.9%	13.0%	4.3%	4.8%	**2.94**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	52.7%	47.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.9%	11.7%	9.5%	4.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	1.2%	0.6%	40.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.6%	4.5%	0.2%	15.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	9.9%	13.9%	21.3%	54.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.6%	4.4%	5.8%	8.2%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Alternatively Configured Schools Summary Report

Total 196 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	26.7%	59.0%	7.2%	1.0%	6.2%	**3.19**
2. The school provides access to resources that close the achievement gap.	21.0%	59.0%	12.3%	4.6%	3.1%	**2.99**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	40.8%	54.6%	2.6%	1.0%	1.0%	**3.37**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	39.5%	52.8%	4.6%	1.5%	1.5%	**3.32**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	26.3%	60.3%	7.7%	3.6%	2.1%	**3.12**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	33.7%	53.9%	5.2%	0.5%	6.7%	**3.29**
7. Students at this school perceive staff as supportive of their academic and social advancement.	24.1%	61.5%	6.7%	1.5%	6.2%	**3.15**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	23.2%	40.7%	25.3%	8.2%	2.6%	**2.81**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	32.3%	46.7%	14.9%	4.6%	1.5%	**3.08**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	19.7%	56.5%	19.2%	2.1%	2.6%	**2.96**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	31.6%	58.7%	6.6%	1.0%	2.0%	**3.23**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	37.8%	54.1%	3.1%	1.5%	3.6%	**3.33**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	24.0%	48.0%	15.8%	3.6%	8.7%	**3.01**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	22.1%	48.7%	15.4%	6.2%	7.7%	**2.94**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	24.1%	49.7%	16.4%	2.1%	7.7%	**3.04**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.2%	25.1%	25.7%	8.4%	24.6%	**2.65**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	14.3%	64.3%	12.8%	6.1%	2.6%	**2.89**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.3%	51.5%	18.9%	7.1%	8.2%	**2.79**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	27.3%	59.3%	4.6%	1.0%	7.7%	**3.22**
Accountability						
20. The District values me as an employee.	5.2%	33.2%	30.1%	11.9%	19.7%	**2.39**
21. The school works with community partnerships to strengthen student learning.	19.8%	58.3%	11.5%	1.6%	8.9%	**3.06**
22. Families and the community feel welcomed and connected to the culture of the school.	16.5%	56.7%	12.4%	3.1%	11.3%	**2.98**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	23.1%	58.5%	13.3%	2.6%	2.6%	**3.05**
24. The administration provides me with the support I need to improve my professional practice.	24.1%	49.7%	17.9%	5.6%	2.6%	**2.95**
25. The Superintendent is leading the District in the right direction.	6.7%	35.1%	22.7%	4.6%	30.9%	**2.63**
26. The Board of Education is leading the District in the right direction.	3.6%	29.2%	22.6%	6.7%	37.9%	**2.48**
27. My school is heading in the right direction.	23.6%	49.7%	9.2%	6.7%	10.8%	**3.01**
28. I believe that my school's strategic plan will achieve its goals and objectives.	19.5%	48.7%	6.2%	3.1%	22.6%	**3.09**
29. I would place my child in this school.	28.2%	36.9%	15.4%	8.7%	10.8%	**2.95**
30. Overall, I am satisfied with my job at SFUSD.	15.5%	60.8%	13.4%	3.6%	6.7%	**2.94**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	82.4%	17.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.6%	9.7%	13.8%	4.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.5%	1.0%	4.1%	35.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	1.0%	3.6%	0.0%	17.9%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.2%	14.9%	23.0%	48.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	80.2%	6.8%	2.5%	10.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
S.F. County Schools Summary Report

Total 35 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.7%	54.3%	0.0%	2.9%	17.1%	**3.24**
2. The school provides access to resources that close the achievement gap.	25.7%	57.1%	14.3%	0.0%	2.9%	**3.12**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	37.1%	51.4%	11.4%	0.0%	0.0%	**3.26**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	37.1%	45.7%	11.4%	0.0%	5.7%	**3.27**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	52.9%	35.3%	5.9%	0.0%	5.9%	**3.50**
7. Students at this school perceive staff as supportive of their academic and social advancement.	32.4%	64.7%	2.9%	0.0%	0.0%	**3.29**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	24.2%	45.5%	21.2%	3.0%	6.1%	**2.97**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	24.2%	39.4%	24.2%	12.1%	0.0%	**2.76**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	31.4%	65.7%	2.9%	0.0%	0.0%	**3.29**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	31.4%	57.1%	11.4%	0.0%	0.0%	**3.20**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	29.4%	55.9%	8.8%	2.9%	2.9%	**3.15**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	15.2%	48.5%	15.2%	3.0%	18.2%	**2.93**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	5.7%	65.7%	20.0%	8.6%	0.0%	**2.69**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	8.8%	35.3%	23.5%	26.5%	5.9%	**2.28**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.9%	20.6%	23.5%	26.5%	23.5%	**2.08**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	34.3%	62.9%	0.0%	0.0%	2.9%	**3.35**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	8.6%	31.4%	17.1%	25.7%	17.1%	**2.28**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	37.1%	54.3%	2.9%	2.9%	2.9%	**3.29**
Accountability						
20. The District values me as an employee.	5.9%	52.9%	11.8%	11.8%	17.6%	**2.64**
21. The school works with community partnerships to strengthen student learning.	22.9%	68.6%	8.6%	0.0%	0.0%	**3.14**
22. Families and the community feel welcomed and connected to the culture of the school.	12.1%	36.4%	21.2%	6.1%	24.2%	**2.72**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	5.7%	57.1%	17.1%	5.7%	14.3%	**2.73**
24. The administration provides me with the support I need to improve my professional practice.	38.2%	55.9%	2.9%	0.0%	2.9%	**3.36**
25. The Superintendent is leading the District in the right direction.	5.7%	25.7%	17.1%	11.4%	40.0%	**2.43**
26. The Board of Education is leading the District in the right direction.	5.7%	22.9%	17.1%	14.3%	40.0%	**2.33**
27. My school is heading in the right direction.	20.0%	60.0%	8.6%	0.0%	11.4%	**3.13**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.7%	51.4%	11.4%	0.0%	11.4%	**3.16**
29. I would place my child in this school.	6.5%	9.7%	12.9%	41.9%	29.0%	**1.73**
30. Overall, I am satisfied with my job at SFUSD.	31.4%	57.1%	5.7%	2.9%	2.9%	**3.21**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	48.5%	51.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.7%	5.7%	2.9%	11.4%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	2.9%	0.0%	42.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	5.7%	5.7%	0.0%	14.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	10.0%	13.3%	13.3%	63.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	73.1%	7.7%	15.4%	3.8%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Alamo ES Summary Report

Total 29 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	34.5%	62.1%	0.0%	0.0%	3.4%	**3.36**
2. The school provides access to resources that close the achievement gap.	27.6%	62.1%	6.9%	0.0%	3.4%	**3.21**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	58.6%	41.4%	0.0%	0.0%	0.0%	**3.59**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	27.6%	62.1%	6.9%	0.0%	3.4%	**3.21**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	37.9%	62.1%	0.0%	0.0%	0.0%	**3.38**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	44.8%	51.7%	3.4%	0.0%	0.0%	**3.41**
7. Students at this school perceive staff as supportive of their academic and social advancement.	48.3%	51.7%	0.0%	0.0%	0.0%	**3.48**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	17.2%	48.3%	17.2%	17.2%	0.0%	**2.66**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	41.4%	58.6%	0.0%	0.0%	0.0%	**3.41**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	34.5%	62.1%	3.4%	0.0%	0.0%	**3.31**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	44.8%	55.2%	0.0%	0.0%	0.0%	**3.45**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	41.4%	51.7%	3.4%	0.0%	3.4%	**3.39**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	17.2%	58.6%	20.7%	3.4%	0.0%	**2.90**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	27.6%	69.0%	3.4%	0.0%	0.0%	**3.24**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	37.9%	62.1%	0.0%	0.0%	0.0%	**3.38**
16. The school provides opportunities for students to participate in at least two community service projects per year.	13.8%	34.5%	44.8%	0.0%	6.9%	**2.67**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	17.2%	58.6%	17.2%	6.9%	0.0%	**2.86**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	24.1%	55.2%	10.3%	3.4%	6.9%	**3.07**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	31.0%	58.6%	6.9%	0.0%	3.4%	**3.25**
Accountability						
20. The District values me as an employee.	6.9%	55.2%	20.7%	6.9%	10.3%	**2.69**
21. The school works with community partnerships to strengthen student learning.	17.2%	55.2%	17.2%	0.0%	10.3%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	31.0%	55.2%	10.3%	0.0%	3.4%	**3.21**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	31.0%	62.1%	6.9%	0.0%	0.0%	**3.24**
24. The administration provides me with the support I need to improve my professional practice.	31.0%	58.6%	10.3%	0.0%	0.0%	**3.21**
25. The Superintendent is leading the District in the right direction.	10.3%	55.2%	17.2%	6.9%	10.3%	**2.77**
26. The Board of Education is leading the District in the right direction.	3.6%	53.6%	21.4%	7.1%	14.3%	**2.63**
27. My school is heading in the right direction.	24.1%	62.1%	10.3%	0.0%	3.4%	**3.14**
28. I believe that my school's strategic plan will achieve its goals and objectives.	24.1%	65.5%	3.4%	0.0%	6.9%	**3.22**
29. I would place my child in this school.	34.5%	55.2%	6.9%	0.0%	3.4%	**3.29**
30. Overall, I am satisfied with my job at SFUSD.	24.1%	69.0%	6.9%	0.0%	0.0%	**3.17**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	86.2%	13.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	6.9%	48.3%	3.4%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	31.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	3.4%	0.0%	10.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.1%	3.6%	10.7%	78.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.5%	3.7%	0.0%	14.8%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Alvarado ES Summary Report

Total 25 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	16.0%	80.0%	4.0%	0.0%	0.0%	**3.12**
2. The school provides access to resources that close the achievement gap.	20.8%	70.8%	4.2%	0.0%	4.2%	**3.17**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	60.0%	32.0%	4.0%	0.0%	4.0%	**3.58**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	32.0%	56.0%	12.0%	0.0%	0.0%	**3.20**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	52.0%	44.0%	4.0%	0.0%	0.0%	**3.48**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.0%	60.0%	4.0%	0.0%	0.0%	**3.32**
7. Students at this school perceive staff as supportive of their academic and social advancement.	40.0%	52.0%	4.0%	0.0%	4.0%	**3.38**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	4.0%	36.0%	52.0%	8.0%	0.0%	**2.36**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	36.0%	56.0%	8.0%	0.0%	0.0%	**3.28**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	36.0%	56.0%	4.0%	0.0%	4.0%	**3.33**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	33.3%	54.2%	4.2%	0.0%	8.3%	**3.32**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	28.0%	52.0%	16.0%	0.0%	4.0%	**3.13**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	32.0%	60.0%	8.0%	0.0%	0.0%	**3.24**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	36.0%	44.0%	20.0%	0.0%	0.0%	**3.16**
16. The school provides opportunities for students to participate in at least two community service projects per year.	12.0%	32.0%	24.0%	12.0%	20.0%	**2.55**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	4.0%	48.0%	28.0%	12.0%	8.0%	**2.48**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.0%	48.0%	20.0%	8.0%	8.0%	**2.78**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	40.0%	56.0%	4.0%	0.0%	0.0%	**3.36**
Accountability						
20. The District values me as an employee.	0.0%	16.0%	36.0%	28.0%	20.0%	**1.85**
21. The school works with community partnerships to strengthen student learning.	20.0%	68.0%	8.0%	4.0%	0.0%	**3.04**
22. Families and the community feel welcomed and connected to the culture of the school.	28.0%	68.0%	4.0%	0.0%	0.0%	**3.24**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	32.0%	64.0%	0.0%	4.0%	0.0%	**3.24**
24. The administration provides me with the support I need to improve my professional practice.	12.0%	72.0%	12.0%	4.0%	0.0%	**2.92**
25. The Superintendent is leading the District in the right direction.	0.0%	28.0%	24.0%	20.0%	28.0%	**2.11**
26. The Board of Education is leading the District in the right direction.	0.0%	20.0%	24.0%	20.0%	36.0%	**2.00**
27. My school is heading in the right direction.	8.0%	76.0%	4.0%	4.0%	8.0%	**2.96**
28. I believe that my school's strategic plan will achieve its goals and objectives.	12.0%	64.0%	0.0%	4.0%	20.0%	**3.05**
29. I would place my child in this school.	28.0%	56.0%	0.0%	4.0%	12.0%	**3.23**
30. Overall, I am satisfied with my job at SFUSD.	16.0%	60.0%	16.0%	4.0%	4.0%	**2.92**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	95.5%	4.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	12.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	8.0%	48.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	24.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	4.2%	8.3%	16.7%	70.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	78.9%	21.1%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Argonne ES Summary Report

Total 16 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	43.8%	37.5%	6.3%	6.3%	6.3%	**3.27**
2. The school provides access to resources that close the achievement gap.	25.0%	37.5%	31.3%	0.0%	6.3%	**2.93**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	62.5%	31.3%	6.3%	0.0%	0.0%	**3.56**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	43.8%	6.3%	0.0%	0.0%	**3.44**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	50.0%	37.5%	0.0%	0.0%	12.5%	**3.57**
7. Students at this school perceive staff as supportive of their academic and social advancement.	37.5%	56.3%	6.3%	0.0%	0.0%	**3.31**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	25.0%	56.3%	12.5%	0.0%	6.3%	**3.13**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	31.3%	68.8%	0.0%	0.0%	0.0%	**3.31**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	37.5%	25.0%	31.3%	6.3%	0.0%	**2.94**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	43.8%	50.0%	0.0%	6.3%	0.0%	**3.31**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	43.8%	31.3%	12.5%	0.0%	12.5%	**3.36**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.0%	18.8%	31.3%	6.3%	18.8%	**2.77**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	53.3%	46.7%	0.0%	0.0%	0.0%	**3.53**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	56.3%	31.3%	6.3%	0.0%	6.3%	**3.53**
16. The school provides opportunities for students to participate in at least two community service projects per year.	12.5%	43.8%	25.0%	0.0%	18.8%	**2.85**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	18.8%	37.5%	12.5%	0.0%	31.3%	**3.09**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	53.3%	46.7%	0.0%	0.0%	0.0%	**3.53**
Accountability						
20. The District values me as an employee.	0.0%	37.5%	25.0%	37.5%	0.0%	**2.00**
21. The school works with community partnerships to strengthen student learning.	25.0%	50.0%	18.8%	0.0%	6.3%	**3.07**
22. Families and the community feel welcomed and connected to the culture of the school.	31.3%	56.3%	6.3%	0.0%	6.3%	**3.27**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	37.5%	62.5%	0.0%	0.0%	0.0%	**3.38**
24. The administration provides me with the support I need to improve my professional practice.	18.8%	25.0%	25.0%	31.3%	0.0%	**2.31**
25. The Superintendent is leading the District in the right direction.	0.0%	43.8%	18.8%	6.3%	31.3%	**2.55**
26. The Board of Education is leading the District in the right direction.	0.0%	43.8%	25.0%	12.5%	18.8%	**2.38**
27. My school is heading in the right direction.	18.8%	56.3%	18.8%	6.3%	0.0%	**2.88**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.0%	50.0%	6.3%	6.3%	12.5%	**3.07**
29. I would place my child in this school.	40.0%	20.0%	20.0%	0.0%	20.0%	**3.25**
30. Overall, I am satisfied with my job at SFUSD.	6.3%	62.5%	12.5%	12.5%	6.3%	**2.67**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	86.7%	13.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	12.5%	6.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	6.3%	0.0%	0.0%	37.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.7%	7.7%	15.4%	69.2%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	69.2%	7.7%	0.0%	23.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Bryant ES Summary Report

Total 18 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	22.2%	55.6%	5.6%	0.0%	16.7%	**3.20**
2. The school provides access to resources that close the achievement gap.	22.2%	72.2%	5.6%	0.0%	0.0%	**3.17**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	27.8%	66.7%	0.0%	5.6%	0.0%	**3.17**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	44.4%	55.6%	0.0%	0.0%	0.0%	**3.44**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	27.8%	61.1%	5.6%	5.6%	0.0%	**3.11**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	44.4%	50.0%	0.0%	0.0%	5.6%	**3.47**
7. Students at this school perceive staff as supportive of their academic and social advancement.	11.1%	83.3%	0.0%	0.0%	5.6%	**3.12**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	16.7%	50.0%	27.8%	5.6%	0.0%	**2.78**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.7%	55.6%	22.2%	5.6%	0.0%	**2.83**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	5.6%	66.7%	22.2%	0.0%	5.6%	**2.82**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	27.8%	72.2%	0.0%	0.0%	0.0%	**3.28**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	22.2%	72.2%	0.0%	0.0%	5.6%	**3.24**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	5.6%	83.3%	5.6%	0.0%	5.6%	**3.00**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	5.6%	50.0%	38.9%	0.0%	5.6%	**2.65**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	16.7%	55.6%	22.2%	5.6%	0.0%	**2.83**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.6%	11.1%	27.8%	27.8%	27.8%	**1.92**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.1%	61.1%	16.7%	11.1%	0.0%	**2.72**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	27.8%	50.0%	16.7%	5.6%	0.0%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.7%	50.0%	16.7%	0.0%	16.7%	**3.00**
Accountability						
20. The District values me as an employee.	5.6%	27.8%	27.8%	16.7%	22.2%	**2.29**
21. The school works with community partnerships to strengthen student learning.	11.1%	77.8%	11.1%	0.0%	0.0%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	11.1%	55.6%	11.1%	0.0%	22.2%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	5.6%	66.7%	16.7%	5.6%	5.6%	**2.76**
24. The administration provides me with the support I need to improve my professional practice.	11.1%	66.7%	16.7%	5.6%	0.0%	**2.83**
25. The Superintendent is leading the District in the right direction.	22.2%	33.3%	11.1%	11.1%	22.2%	**2.86**
26. The Board of Education is leading the District in the right direction.	5.6%	27.8%	11.1%	11.1%	44.4%	**2.50**
27. My school is heading in the right direction.	16.7%	72.2%	0.0%	5.6%	5.6%	**3.06**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.1%	50.0%	16.7%	5.6%	16.7%	**2.80**
29. I would place my child in this school.	5.6%	16.7%	33.3%	22.2%	22.2%	**2.07**
30. Overall, I am satisfied with my job at SFUSD.	16.7%	55.6%	11.1%	11.1%	5.6%	**2.82**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	77.8%	22.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	33.3%	0.0%	5.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	44.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	12.5%	6.3%	50.0%	31.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.8%	18.2%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Carver ES Summary Report

Total 19 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	15.8%	63.2%	15.8%	0.0%	5.3%	**3.00**
2. The school provides access to resources that close the achievement gap.	42.1%	42.1%	10.5%	0.0%	5.3%	**3.33**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	31.6%	63.2%	0.0%	0.0%	5.3%	**3.33**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	31.6%	63.2%	0.0%	0.0%	5.3%	**3.33**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.8%	47.4%	10.5%	0.0%	5.3%	**3.28**
7. Students at this school perceive staff as supportive of their academic and social advancement.	33.3%	55.6%	5.6%	0.0%	5.6%	**3.29**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	47.4%	31.6%	10.5%	5.3%	5.3%	**3.28**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	10.5%	47.4%	36.8%	5.3%	0.0%	**2.63**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	10.5%	52.6%	31.6%	5.3%	0.0%	**2.68**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	36.8%	57.9%	5.3%	0.0%	0.0%	**3.32**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	47.4%	31.6%	10.5%	0.0%	10.5%	**3.41**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	21.1%	52.6%	26.3%	0.0%	0.0%	**2.95**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	15.8%	57.9%	10.5%	10.5%	5.3%	**2.83**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	15.8%	57.9%	26.3%	0.0%	0.0%	**2.89**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.6%	11.1%	27.8%	27.8%	27.8%	**1.92**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.7%	61.1%	16.7%	0.0%	5.6%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.7%	66.7%	5.6%	5.6%	5.6%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	21.1%	47.4%	15.8%	5.3%	10.5%	**2.94**
Accountability						
20. The District values me as an employee.	10.5%	36.8%	36.8%	5.3%	10.5%	**2.59**
21. The school works with community partnerships to strengthen student learning.	26.3%	63.2%	5.3%	0.0%	5.3%	**3.22**
22. Families and the community feel welcomed and connected to the culture of the school.	5.3%	73.7%	15.8%	0.0%	5.3%	**2.89**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	16.7%	61.1%	22.2%	0.0%	0.0%	**2.94**
24. The administration provides me with the support I need to improve my professional practice.	15.8%	57.9%	10.5%	15.8%	0.0%	**2.74**
25. The Superintendent is leading the District in the right direction.	11.1%	55.6%	22.2%	5.6%	5.6%	**2.76**
26. The Board of Education is leading the District in the right direction.	11.1%	27.8%	27.8%	11.1%	22.2%	**2.50**
27. My school is heading in the right direction.	21.1%	57.9%	5.3%	5.3%	10.5%	**3.06**
28. I believe that my school's strategic plan will achieve its goals and objectives.	21.1%	52.6%	5.3%	10.5%	10.5%	**2.94**
29. I would place my child in this school.	11.1%	38.9%	27.8%	11.1%	11.1%	**2.56**
30. Overall, I am satisfied with my job at SFUSD.	31.6%	57.9%	5.3%	5.3%	0.0%	**3.16**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	73.7%	26.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	52.6%	0.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	21.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.3%	0.0%	21.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.3%	37.5%	18.8%	37.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	76.5%	11.8%	5.9%	5.9%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Chavez ES Summary Report

Total 40 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	20.0%	65.0%	10.0%	5.0%	0.0%	**3.00**
2. The school provides access to resources that close the achievement gap.	20.0%	70.0%	7.5%	0.0%	2.5%	**3.13**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	25.6%	66.7%	2.6%	0.0%	5.1%	**3.24**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	37.5%	62.5%	0.0%	0.0%	0.0%	**3.38**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	20.5%	64.1%	10.3%	2.6%	2.6%	**3.05**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	23.1%	64.1%	10.3%	0.0%	2.6%	**3.13**
7. Students at this school perceive staff as supportive of their academic and social advancement.	15.0%	62.5%	7.5%	0.0%	15.0%	**3.09**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	35.0%	47.5%	17.5%	0.0%	0.0%	**3.18**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	7.5%	55.0%	30.0%	0.0%	7.5%	**2.76**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	10.0%	70.0%	12.5%	0.0%	7.5%	**2.97**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	17.5%	70.0%	12.5%	0.0%	0.0%	**3.05**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.0%	67.5%	5.0%	2.5%	0.0%	**3.15**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.0%	65.0%	5.0%	2.5%	2.5%	**3.15**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	5.0%	42.5%	37.5%	10.0%	5.0%	**2.45**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	7.5%	62.5%	10.0%	2.5%	17.5%	**2.91**
16. The school provides opportunities for students to participate in at least two community service projects per year.	2.5%	12.5%	45.0%	20.0%	20.0%	**1.97**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	7.5%	52.5%	22.5%	2.5%	15.0%	**2.76**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	7.7%	51.3%	28.2%	10.3%	2.6%	**2.58**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	22.5%	57.5%	10.0%	0.0%	10.0%	**3.14**
Accountability						
20. The District values me as an employee.	2.5%	32.5%	22.5%	20.0%	22.5%	**2.23**
21. The school works with community partnerships to strengthen student learning.	2.5%	60.0%	17.5%	7.5%	12.5%	**2.66**
22. Families and the community feel welcomed and connected to the culture of the school.	5.1%	64.1%	23.1%	2.6%	5.1%	**2.76**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	5.0%	65.0%	20.0%	7.5%	2.5%	**2.69**
24. The administration provides me with the support I need to improve my professional practice.	17.9%	53.8%	15.4%	7.7%	5.1%	**2.86**
25. The Superintendent is leading the District in the right direction.	2.6%	43.6%	10.3%	12.8%	30.8%	**2.52**
26. The Board of Education is leading the District in the right direction.	0.0%	27.5%	20.0%	17.5%	35.0%	**2.15**
27. My school is heading in the right direction.	12.5%	60.0%	17.5%	5.0%	5.0%	**2.84**
28. I believe that my school's strategic plan will achieve its goals and objectives.	10.0%	60.0%	12.5%	2.5%	15.0%	**2.91**
29. I would place my child in this school.	15.0%	25.0%	27.5%	12.5%	20.0%	**2.53**
30. Overall, I am satisfied with my job at SFUSD.	7.5%	62.5%	20.0%	5.0%	5.0%	**2.76**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	80.0%	20.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	40.0%	5.0%	5.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	27.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	17.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	26.5%	20.6%	17.6%	35.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	84.6%	15.4%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Chin ES Summary Report

Total 17 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	35.3%	64.7%	0.0%	0.0%	0.0%	**3.35**
2. The school provides access to resources that close the achievement gap.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	70.6%	29.4%	0.0%	0.0%	0.0%	**3.71**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.3%	64.7%	0.0%	0.0%	0.0%	**3.35**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	47.1%	52.9%	0.0%	0.0%	0.0%	**3.47**
7. Students at this school perceive staff as supportive of their academic and social advancement.	29.4%	70.6%	0.0%	0.0%	0.0%	**3.29**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	47.1%	52.9%	0.0%	0.0%	0.0%	**3.47**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	52.9%	41.2%	0.0%	0.0%	5.9%	**3.56**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	47.1%	47.1%	0.0%	0.0%	5.9%	**3.50**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	23.5%	64.7%	0.0%	0.0%	11.8%	**3.27**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	35.3%	64.7%	0.0%	0.0%	0.0%	**3.35**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	35.3%	52.9%	5.9%	0.0%	5.9%	**3.31**
16. The school provides opportunities for students to participate in at least two community service projects per year.	17.6%	23.5%	5.9%	0.0%	52.9%	**3.25**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	29.4%	58.8%	5.9%	0.0%	5.9%	**3.25**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	47.1%	47.1%	0.0%	0.0%	5.9%	**3.50**
Accountability						
20. The District values me as an employee.	0.0%	64.7%	11.8%	0.0%	23.5%	**2.85**
21. The school works with community partnerships to strengthen student learning.	23.5%	58.8%	11.8%	0.0%	5.9%	**3.13**
22. Families and the community feel welcomed and connected to the culture of the school.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	23.5%	70.6%	5.9%	0.0%	0.0%	**3.18**
24. The administration provides me with the support I need to improve my professional practice.	23.5%	70.6%	0.0%	0.0%	5.9%	**3.25**
25. The Superintendent is leading the District in the right direction.	17.6%	35.3%	17.6%	0.0%	29.4%	**3.00**
26. The Board of Education is leading the District in the right direction.	5.9%	41.2%	17.6%	0.0%	35.3%	**2.82**
27. My school is heading in the right direction.	58.8%	41.2%	0.0%	0.0%	0.0%	**3.59**
28. I believe that my school's strategic plan will achieve its goals and objectives.	52.9%	47.1%	0.0%	0.0%	0.0%	**3.53**
29. I would place my child in this school.	35.3%	52.9%	5.9%	0.0%	5.9%	**3.31**
30. Overall, I am satisfied with my job at SFUSD.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	87.5%	12.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.9%	0.0%	52.9%	5.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	23.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	11.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	20.0%	13.3%	20.0%	46.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	93.3%	6.7%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Chinese Ed Ctr ES Summary Report

Please treat these results with caution; there were too few respondents.

Total 7 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
2. The school provides access to resources that close the achievement gap.	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	71.4%	14.3%	0.0%	0.0%	14.3%	**3.83**
7. Students at this school perceive staff as supportive of their academic and social advancement.	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	42.9%	42.9%	14.3%	0.0%	0.0%	**3.29**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	57.1%	14.3%	0.0%	0.0%	28.6%	**3.80**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	57.1%	28.6%	0.0%	0.0%	14.3%	**3.67**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	14.3%	71.4%	0.0%	0.0%	14.3%	**3.17**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.7%	16.7%	0.0%	0.0%	66.7%	**3.50**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	42.9%	42.9%	0.0%	0.0%	14.3%	**3.50**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.3%	57.1%	0.0%	0.0%	28.6%	**3.20**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
Accountability						
20. The District values me as an employee.	0.0%	42.9%	28.6%	28.6%	0.0%	**2.14**
21. The school works with community partnerships to strengthen student learning.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
22. Families and the community feel welcomed and connected to the culture of the school.	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
24. The administration provides me with the support I need to improve my professional practice.	14.3%	57.1%	28.6%	0.0%	0.0%	**2.86**
25. The Superintendent is leading the District in the right direction.	0.0%	42.9%	42.9%	0.0%	14.3%	**2.50**
26. The Board of Education is leading the District in the right direction.	0.0%	28.6%	42.9%	0.0%	28.6%	**2.40**
27. My school is heading in the right direction.	14.3%	85.7%	0.0%	0.0%	0.0%	**3.14**
28. I believe that my school's strategic plan will achieve its goals and objectives.	14.3%	85.7%	0.0%	0.0%	0.0%	**3.14**
29. I would place my child in this school.	0.0%	40.0%	20.0%	0.0%	40.0%	**2.67**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	85.7%	14.3%	0.0%	0.0%	**2.86**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	100.0%	0.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	100.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	0.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	25.0%	0.0%	50.0%	25.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Chinese Immersion ES Summary Report

Total 11 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
2. The school provides access to resources that close the achievement gap.	9.1%	54.5%	27.3%	0.0%	9.1%	**2.80**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	72.7%	27.3%	0.0%	0.0%	0.0%	**3.73**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	63.6%	27.3%	9.1%	0.0%	0.0%	**3.55**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	54.5%	45.5%	0.0%	0.0%	0.0%	**3.55**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.4%	63.6%	0.0%	0.0%	0.0%	**3.36**
7. Students at this school perceive staff as supportive of their academic and social advancement.	45.5%	54.5%	0.0%	0.0%	0.0%	**3.45**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	27.3%	27.3%	45.5%	0.0%	0.0%	**2.82**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	27.3%	72.7%	0.0%	0.0%	0.0%	**3.27**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	63.6%	36.4%	0.0%	0.0%	0.0%	**3.64**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	45.5%	45.5%	9.1%	0.0%	0.0%	**3.36**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	54.5%	36.4%	9.1%	0.0%	0.0%	**3.45**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	27.3%	63.6%	9.1%	0.0%	0.0%	**3.18**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	9.1%	90.9%	0.0%	0.0%	0.0%	**3.09**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	27.3%	72.7%	0.0%	0.0%	0.0%	**3.27**
16. The school provides opportunities for students to participate in at least two community service projects per year.	9.1%	45.5%	9.1%	9.1%	27.3%	**2.75**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	72.7%	18.2%	0.0%	9.1%	**2.80**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	36.4%	54.5%	0.0%	0.0%	9.1%	**3.40**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	9.1%	81.8%	9.1%	0.0%	0.0%	**3.00**
Accountability						
20. The District values me as an employee.	0.0%	27.3%	45.5%	9.1%	18.2%	**2.22**
21. The school works with community partnerships to strengthen student learning.	18.2%	63.6%	9.1%	0.0%	9.1%	**3.10**
22. Families and the community feel welcomed and connected to the culture of the school.	27.3%	72.7%	0.0%	0.0%	0.0%	**3.27**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	36.4%	63.6%	0.0%	0.0%	0.0%	**3.36**
24. The administration provides me with the support I need to improve my professional practice.	36.4%	63.6%	0.0%	0.0%	0.0%	**3.36**
25. The Superintendent is leading the District in the right direction.	0.0%	36.4%	9.1%	0.0%	54.5%	**2.80**
26. The Board of Education is leading the District in the right direction.	0.0%	27.3%	9.1%	0.0%	63.6%	**2.75**
27. My school is heading in the right direction.	27.3%	63.6%	0.0%	0.0%	9.1%	**3.30**
28. I believe that my school's strategic plan will achieve its goals and objectives.	18.2%	81.8%	0.0%	0.0%	0.0%	**3.18**
29. I would place my child in this school.	45.5%	27.3%	0.0%	0.0%	27.3%	**3.63**
30. Overall, I am satisfied with my job at SFUSD.	9.1%	45.5%	18.2%	0.0%	27.3%	**2.88**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	90.9%	9.1%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	81.8%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	0.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	9.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	54.5%	9.1%	0.0%	36.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Clarendon ES Summary Report

Total 19 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	38.9%	44.4%	11.1%	0.0%	5.6%	**3.29**
2. The school provides access to resources that close the achievement gap.	29.4%	70.6%	0.0%	0.0%	0.0%	**3.29**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	44.4%	55.6%	0.0%	0.0%	0.0%	**3.44**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.8%	57.9%	5.3%	0.0%	0.0%	**3.32**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	42.1%	52.6%	0.0%	0.0%	5.3%	**3.44**
7. Students at this school perceive staff as supportive of their academic and social advancement.	36.8%	57.9%	0.0%	0.0%	5.3%	**3.39**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	26.3%	57.9%	15.8%	0.0%	0.0%	**3.11**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	47.4%	52.6%	0.0%	0.0%	0.0%	**3.47**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.1%	72.2%	16.7%	0.0%	0.0%	**2.94**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	47.4%	52.6%	0.0%	0.0%	0.0%	**3.47**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	47.4%	52.6%	0.0%	0.0%	0.0%	**3.47**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	15.8%	52.6%	15.8%	0.0%	15.8%	**3.00**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	57.9%	42.1%	0.0%	0.0%	0.0%	**3.58**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	68.4%	31.6%	0.0%	0.0%	0.0%	**3.68**
16. The school provides opportunities for students to participate in at least two community service projects per year.	15.8%	21.1%	21.1%	10.5%	31.6%	**2.62**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.1%	73.7%	0.0%	0.0%	5.3%	**3.22**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	21.1%	52.6%	10.5%	5.3%	10.5%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	36.8%	57.9%	0.0%	0.0%	5.3%	**3.39**
Accountability						
20. The District values me as an employee.	0.0%	33.3%	22.2%	22.2%	22.2%	**2.14**
21. The school works with community partnerships to strengthen student learning.	26.3%	52.6%	10.5%	0.0%	10.5%	**3.18**
22. Families and the community feel welcomed and connected to the culture of the school.	31.6%	52.6%	5.3%	0.0%	10.5%	**3.29**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	47.4%	36.8%	10.5%	0.0%	5.3%	**3.39**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	31.6%	31.6%	21.1%	15.8%	**2.13**
25. The Superintendent is leading the District in the right direction.	0.0%	36.8%	10.5%	5.3%	47.4%	**2.60**
26. The Board of Education is leading the District in the right direction.	0.0%	21.1%	15.8%	10.5%	52.6%	**2.22**
27. My school is heading in the right direction.	10.5%	57.9%	26.3%	0.0%	5.3%	**2.83**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	68.4%	5.3%	0.0%	26.3%	**2.93**
29. I would place my child in this school.	42.1%	47.4%	0.0%	0.0%	10.5%	**3.47**
30. Overall, I am satisfied with my job at SFUSD.	10.5%	73.7%	0.0%	0.0%	15.8%	**3.13**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	87.5%	12.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	0.0%	5.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	36.8%	0.0%	36.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	10.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	5.6%	16.7%	22.2%	55.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Cleveland ES Summary Report

Total 15 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	33.3%	53.3%	0.0%	6.7%	6.7%	**3.21**
2. The school provides access to resources that close the achievement gap.	13.3%	66.7%	13.3%	6.7%	0.0%	**2.87**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	40.0%	46.7%	6.7%	6.7%	0.0%	**3.20**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	13.3%	46.7%	20.0%	13.3%	6.7%	**2.64**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	53.3%	33.3%	6.7%	6.7%	0.0%	**3.33**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
7. Students at this school perceive staff as supportive of their academic and social advancement.	40.0%	53.3%	6.7%	0.0%	0.0%	**3.33**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	13.3%	26.7%	33.3%	26.7%	0.0%	**2.27**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.0%	46.7%	33.3%	0.0%	0.0%	**2.87**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	14.3%	64.3%	7.1%	7.1%	7.1%	**2.92**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	26.7%	53.3%	13.3%	6.7%	0.0%	**3.00**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	40.0%	40.0%	20.0%	0.0%	0.0%	**3.20**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	26.7%	33.3%	20.0%	13.3%	6.7%	**2.79**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	20.0%	60.0%	0.0%	13.3%	6.7%	**2.93**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	26.7%	53.3%	13.3%	6.7%	0.0%	**3.00**
16. The school provides opportunities for students to participate in at least two community service projects per year.	13.3%	20.0%	26.7%	13.3%	26.7%	**2.45**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	20.0%	40.0%	33.3%	0.0%	6.7%	**2.86**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	26.7%	53.3%	0.0%	0.0%	20.0%	**3.33**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	35.7%	42.9%	0.0%	7.1%	14.3%	**3.25**
Accountability						
20. The District values me as an employee.	13.3%	13.3%	20.0%	26.7%	26.7%	**2.18**
21. The school works with community partnerships to strengthen student learning.	20.0%	46.7%	13.3%	6.7%	13.3%	**2.92**
22. Families and the community feel welcomed and connected to the culture of the school.	53.3%	33.3%	6.7%	6.7%	0.0%	**3.33**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	46.7%	40.0%	0.0%	0.0%	13.3%	**3.54**
24. The administration provides me with the support I need to improve my professional practice.	35.7%	42.9%	0.0%	21.4%	0.0%	**2.93**
25. The Superintendent is leading the District in the right direction.	14.3%	21.4%	21.4%	7.1%	35.7%	**2.67**
26. The Board of Education is leading the District in the right direction.	14.3%	7.1%	21.4%	28.6%	28.6%	**2.10**
27. My school is heading in the right direction.	35.7%	28.6%	7.1%	0.0%	28.6%	**3.40**
28. I believe that my school's strategic plan will achieve its goals and objectives.	21.4%	35.7%	14.3%	7.1%	21.4%	**2.91**
29. I would place my child in this school.	7.1%	35.7%	35.7%	14.3%	7.1%	**2.38**
30. Overall, I am satisfied with my job at SFUSD.	15.4%	69.2%	15.4%	0.0%	0.0%	**3.00**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	93.3%	6.7%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	40.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	33.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	13.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	23.1%	0.0%	23.1%	53.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	83.3%	16.7%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Cobb ES Summary Report

Please treat these results with caution; there were too few respondents.

Total 10 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	0.0%	70.0%	10.0%	0.0%	20.0%	**2.88**
2. The school provides access to resources that close the achievement gap.	20.0%	60.0%	10.0%	0.0%	10.0%	**3.11**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	10.0%	80.0%	0.0%	0.0%	10.0%	**3.11**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	0.0%	70.0%	0.0%	10.0%	20.0%	**2.75**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
7. Students at this school perceive staff as supportive of their academic and social advancement.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	30.0%	50.0%	10.0%	0.0%	10.0%	**3.22**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	10.0%	40.0%	30.0%	0.0%	20.0%	**2.75**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	10.0%	60.0%	20.0%	0.0%	10.0%	**2.89**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	30.0%	60.0%	0.0%	0.0%	10.0%	**3.33**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.0%	50.0%	0.0%	0.0%	30.0%	**3.29**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	30.0%	20.0%	20.0%	30.0%	**2.14**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	60.0%	0.0%	0.0%	40.0%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	0.0%	60.0%	0.0%	10.0%	30.0%	**2.71**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	20.0%	10.0%	0.0%	70.0%	**2.67**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	20.0%	50.0%	10.0%	0.0%	20.0%	**3.13**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	80.0%	0.0%	0.0%	20.0%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	0.0%	90.0%	0.0%	0.0%	10.0%	**3.00**
Accountability						
20. The District values me as an employee.	20.0%	30.0%	20.0%	20.0%	10.0%	**2.56**
21. The school works with community partnerships to strengthen student learning.	10.0%	90.0%	0.0%	0.0%	0.0%	**3.10**
22. Families and the community feel welcomed and connected to the culture of the school.	10.0%	80.0%	0.0%	0.0%	10.0%	**3.11**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	10.0%	60.0%	30.0%	0.0%	0.0%	**2.80**
24. The administration provides me with the support I need to improve my professional practice.	10.0%	60.0%	20.0%	10.0%	0.0%	**2.70**
25. The Superintendent is leading the District in the right direction.	0.0%	20.0%	30.0%	0.0%	50.0%	**2.40**
26. The Board of Education is leading the District in the right direction.	0.0%	20.0%	30.0%	0.0%	50.0%	**2.40**
27. My school is heading in the right direction.	11.1%	44.4%	0.0%	11.1%	33.3%	**2.83**
28. I believe that my school's strategic plan will achieve its goals and objectives.	10.0%	30.0%	0.0%	10.0%	50.0%	**2.80**
29. I would place my child in this school.	0.0%	30.0%	10.0%	20.0%	40.0%	**2.17**
30. Overall, I am satisfied with my job at SFUSD.	20.0%	40.0%	20.0%	10.0%	10.0%	**2.78**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	87.5%	12.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	10.0%	0.0%	20.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	10.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	40.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	12.5%	12.5%	75.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	83.3%	0.0%	0.0%	16.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Drew CP Acdy Summary Report

Total 19 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	47.4%	42.1%	0.0%	0.0%	10.5%	**3.53**
2. The school provides access to resources that close the achievement gap.	31.6%	68.4%	0.0%	0.0%	0.0%	**3.32**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	31.6%	63.2%	0.0%	0.0%	5.3%	**3.33**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	31.6%	68.4%	0.0%	0.0%	0.0%	**3.32**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.8%	63.2%	0.0%	0.0%	0.0%	**3.37**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	52.6%	42.1%	0.0%	0.0%	5.3%	**3.56**
7. Students at this school perceive staff as supportive of their academic and social advancement.	31.6%	68.4%	0.0%	0.0%	0.0%	**3.32**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	21.1%	63.2%	15.8%	0.0%	0.0%	**3.05**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.7%	66.7%	16.7%	0.0%	0.0%	**3.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	31.6%	57.9%	10.5%	0.0%	0.0%	**3.21**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	26.3%	63.2%	10.5%	0.0%	0.0%	**3.16**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	47.4%	42.1%	10.5%	0.0%	0.0%	**3.37**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	16.7%	66.7%	16.7%	0.0%	0.0%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	47.4%	52.6%	0.0%	0.0%	0.0%	**3.47**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.3%	10.5%	42.1%	10.5%	31.6%	**2.15**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	15.8%	68.4%	10.5%	5.3%	0.0%	**2.95**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	36.8%	52.6%	5.3%	0.0%	5.3%	**3.33**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	26.3%	57.9%	10.5%	0.0%	5.3%	**3.17**
Accountability						
20. The District values me as an employee.	5.3%	36.8%	26.3%	5.3%	26.3%	**2.57**
21. The school works with community partnerships to strengthen student learning.	36.8%	47.4%	10.5%	0.0%	5.3%	**3.28**
22. Families and the community feel welcomed and connected to the culture of the school.	27.8%	72.2%	0.0%	0.0%	0.0%	**3.28**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	26.3%	63.2%	10.5%	0.0%	0.0%	**3.16**
24. The administration provides me with the support I need to improve my professional practice.	31.6%	63.2%	5.3%	0.0%	0.0%	**3.26**
25. The Superintendent is leading the District in the right direction.	10.5%	36.8%	21.1%	10.5%	21.1%	**2.60**
26. The Board of Education is leading the District in the right direction.	5.3%	36.8%	26.3%	10.5%	21.1%	**2.47**
27. My school is heading in the right direction.	36.8%	57.9%	5.3%	0.0%	0.0%	**3.32**
28. I believe that my school's strategic plan will achieve its goals and objectives.	31.6%	52.6%	10.5%	0.0%	5.3%	**3.22**
29. I would place my child in this school.	10.5%	21.1%	31.6%	15.8%	21.1%	**2.33**
30. Overall, I am satisfied with my job at SFUSD.	21.1%	63.2%	10.5%	5.3%	0.0%	**3.00**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	89.5%	10.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	26.3%	5.3%	5.3%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	47.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.3%	0.0%	5.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	5.9%	17.6%	35.3%	41.2%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
El Dorado ES Summary Report

Please treat these results with caution; there were too few respondents.

Total 9 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
2. The school provides access to resources that close the achievement gap.	0.0%	55.6%	33.3%	11.1%	0.0%	**2.44**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	55.6%	44.4%	0.0%	0.0%	0.0%	**3.56**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	88.9%	11.1%	0.0%	0.0%	0.0%	**3.89**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
7. Students at this school perceive staff as supportive of their academic and social advancement.	33.3%	55.6%	0.0%	0.0%	11.1%	**3.38**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	11.1%	11.1%	33.3%	44.4%	0.0%	**1.89**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	11.1%	33.3%	55.6%	0.0%	0.0%	**2.56**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	0.0%	44.4%	55.6%	0.0%	0.0%	**2.44**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	55.6%	44.4%	0.0%	0.0%	0.0%	**3.56**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	33.3%	55.6%	0.0%	0.0%	11.1%	**3.38**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	11.1%	88.9%	0.0%	0.0%	0.0%	**3.11**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	22.2%	44.4%	33.3%	0.0%	0.0%	**2.89**
16. The school provides opportunities for students to participate in at least two community service projects per year.	44.4%	22.2%	22.2%	0.0%	11.1%	**3.25**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	22.2%	11.1%	33.3%	33.3%	0.0%	**2.22**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	22.2%	44.4%	0.0%	33.3%	0.0%	**2.56**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	77.8%	11.1%	11.1%	0.0%	0.0%	**3.67**
Accountability						
20. The District values me as an employee.	11.1%	22.2%	33.3%	33.3%	0.0%	**2.11**
21. The school works with community partnerships to strengthen student learning.	44.4%	44.4%	0.0%	11.1%	0.0%	**3.22**
22. Families and the community feel welcomed and connected to the culture of the school.	12.5%	37.5%	37.5%	12.5%	0.0%	**2.50**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	11.1%	22.2%	66.7%	0.0%	0.0%	**2.44**
24. The administration provides me with the support I need to improve my professional practice.	11.1%	66.7%	11.1%	11.1%	0.0%	**2.78**
25. The Superintendent is leading the District in the right direction.	11.1%	11.1%	22.2%	22.2%	33.3%	**2.17**
26. The Board of Education is leading the District in the right direction.	11.1%	0.0%	44.4%	33.3%	11.1%	**1.88**
27. My school is heading in the right direction.	11.1%	55.6%	22.2%	0.0%	11.1%	**2.88**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.1%	44.4%	22.2%	0.0%	22.2%	**2.86**
29. I would place my child in this school.	11.1%	33.3%	22.2%	11.1%	22.2%	**2.57**
30. Overall, I am satisfied with my job at SFUSD.	11.1%	66.7%	22.2%	0.0%	0.0%	**2.89**

Background Information

	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	100.0%	0.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	22.2%	0.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	44.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	11.1%	0.0%	0.0%	11.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.1%	33.3%	22.2%	33.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	87.5%	0.0%	0.0%	12.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Fairmount ES Summary Report

Total 12 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.0%	41.7%	16.7%	0.0%	16.7%	**3.10**
2. The school provides access to resources that close the achievement gap.	41.7%	50.0%	0.0%	0.0%	8.3%	**3.45**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	36.4%	54.5%	9.1%	0.0%	0.0%	**3.27**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	41.7%	8.3%	0.0%	0.0%	**3.42**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	41.7%	50.0%	8.3%	0.0%	0.0%	**3.33**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	33.3%	58.3%	8.3%	0.0%	0.0%	**3.25**
7. Students at this school perceive staff as supportive of their academic and social advancement.	41.7%	41.7%	0.0%	0.0%	16.7%	**3.50**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	16.7%	50.0%	16.7%	0.0%	16.7%	**3.00**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	9.1%	72.7%	18.2%	0.0%	0.0%	**2.91**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	25.0%	58.3%	16.7%	0.0%	0.0%	**3.08**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	58.3%	0.0%	0.0%	8.3%	**3.36**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	27.3%	54.5%	9.1%	0.0%	9.1%	**3.20**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	16.7%	50.0%	16.7%	0.0%	16.7%	**3.00**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	33.3%	25.0%	25.0%	0.0%	16.7%	**3.10**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
16. The school provides opportunities for students to participate in at least two community service projects per year.	8.3%	16.7%	16.7%	25.0%	33.3%	**2.13**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	25.0%	58.3%	0.0%	8.3%	8.3%	**3.09**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.7%	66.7%	8.3%	0.0%	8.3%	**3.09**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	25.0%	50.0%	0.0%	0.0%	25.0%	**3.33**
Accountability						
20. The District values me as an employee.	8.3%	41.7%	25.0%	25.0%	0.0%	**2.33**
21. The school works with community partnerships to strengthen student learning.	33.3%	50.0%	8.3%	0.0%	8.3%	**3.27**
22. Families and the community feel welcomed and connected to the culture of the school.	41.7%	58.3%	0.0%	0.0%	0.0%	**3.42**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	33.3%	58.3%	8.3%	0.0%	0.0%	**3.25**
24. The administration provides me with the support I need to improve my professional practice.	25.0%	58.3%	16.7%	0.0%	0.0%	**3.08**
25. The Superintendent is leading the District in the right direction.	0.0%	33.3%	25.0%	8.3%	33.3%	**2.38**
26. The Board of Education is leading the District in the right direction.	9.1%	27.3%	27.3%	9.1%	27.3%	**2.50**
27. My school is heading in the right direction.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.0%	50.0%	16.7%	0.0%	8.3%	**3.09**
29. I would place my child in this school.	33.3%	50.0%	0.0%	0.0%	16.7%	**3.40**
30. Overall, I am satisfied with my job at SFUSD.	25.0%	50.0%	25.0%	0.0%	0.0%	**3.00**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	91.7%	8.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	41.7%	0.0%	8.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	25.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	8.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	18.2%	18.2%	9.1%	54.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	77.8%	11.1%	0.0%	11.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Feinstein ES Summary Report

Total 24 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	70.8%	25.0%	4.2%	0.0%	0.0%	**3.67**
2. The school provides access to resources that close the achievement gap.	41.7%	54.2%	0.0%	0.0%	4.2%	**3.43**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	73.9%	26.1%	0.0%	0.0%	0.0%	**3.74**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	62.5%	29.2%	0.0%	0.0%	8.3%	**3.68**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	83.3%	16.7%	0.0%	0.0%	0.0%	**3.83**
7. Students at this school perceive staff as supportive of their academic and social advancement.	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	54.2%	41.7%	4.2%	0.0%	0.0%	**3.50**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	78.3%	21.7%	0.0%	0.0%	0.0%	**3.78**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	47.8%	34.8%	13.0%	0.0%	4.3%	**3.36**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	62.5%	25.0%	0.0%	0.0%	12.5%	**3.71**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	58.3%	29.2%	4.2%	0.0%	8.3%	**3.59**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	54.2%	41.7%	0.0%	0.0%	4.2%	**3.57**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
16. The school provides opportunities for students to participate in at least two community service projects per year.	21.7%	17.4%	26.1%	4.3%	30.4%	**2.81**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	37.5%	50.0%	8.3%	0.0%	4.2%	**3.30**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	50.0%	41.7%	0.0%	4.2%	4.2%	**3.43**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	62.5%	29.2%	0.0%	0.0%	8.3%	**3.68**
Accountability						
20. The District values me as an employee.	0.0%	26.1%	47.8%	21.7%	4.3%	**2.05**
21. The school works with community partnerships to strengthen student learning.	29.2%	62.5%	8.3%	0.0%	0.0%	**3.21**
22. Families and the community feel welcomed and connected to the culture of the school.	41.7%	54.2%	0.0%	0.0%	4.2%	**3.43**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
24. The administration provides me with the support I need to improve my professional practice.	29.2%	62.5%	4.2%	4.2%	0.0%	**3.17**
25. The Superintendent is leading the District in the right direction.	0.0%	25.0%	41.7%	4.2%	29.2%	**2.29**
26. The Board of Education is leading the District in the right direction.	0.0%	25.0%	29.2%	20.8%	25.0%	**2.06**
27. My school is heading in the right direction.	58.3%	41.7%	0.0%	0.0%	0.0%	**3.58**
28. I believe that my school's strategic plan will achieve its goals and objectives.	47.8%	47.8%	4.3%	0.0%	0.0%	**3.43**
29. I would place my child in this school.	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
30. Overall, I am satisfied with my job at SFUSD.	25.0%	58.3%	8.3%	0.0%	8.3%	**3.18**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	77.3%	22.7%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.2%	4.2%	16.7%	4.2%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	29.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	25.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	14.3%	9.5%	47.6%	28.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	94.1%	0.0%	5.9%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Flynn ES Summary Report

Total 27 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	19.2%	65.4%	3.8%	0.0%	11.5%	**3.17**
2. The school provides access to resources that close the achievement gap.	7.4%	59.3%	29.6%	3.7%	0.0%	**2.70**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	37.0%	63.0%	0.0%	0.0%	0.0%	**3.37**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	11.5%	84.6%	0.0%	3.8%	0.0%	**3.04**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	25.9%	74.1%	0.0%	0.0%	0.0%	**3.26**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	34.6%	61.5%	0.0%	0.0%	3.8%	**3.36**
7. Students at this school perceive staff as supportive of their academic and social advancement.	25.9%	70.4%	0.0%	0.0%	3.7%	**3.27**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	3.8%	7.7%	57.7%	30.8%	0.0%	**1.85**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	30.8%	42.3%	26.9%	0.0%	0.0%	**3.04**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	8.0%	76.0%	16.0%	0.0%	0.0%	**2.92**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	15.4%	80.8%	0.0%	0.0%	3.8%	**3.16**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.0%	76.0%	0.0%	0.0%	4.0%	**3.21**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	34.6%	65.4%	0.0%	0.0%	0.0%	**3.35**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	11.5%	69.2%	15.4%	0.0%	3.8%	**2.96**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	7.7%	38.5%	46.2%	3.8%	3.8%	**2.52**
16. The school provides opportunities for students to participate in at least two community service projects per year.	3.8%	3.8%	73.1%	15.4%	3.8%	**1.96**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	26.9%	57.7%	11.5%	3.8%	**2.16**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	3.8%	53.8%	26.9%	7.7%	7.7%	**2.58**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	7.7%	50.0%	26.9%	0.0%	15.4%	**2.77**
Accountability						
20. The District values me as an employee.	0.0%	33.3%	40.7%	18.5%	7.4%	**2.16**
21. The school works with community partnerships to strengthen student learning.	7.4%	63.0%	22.2%	0.0%	7.4%	**2.84**
22. Families and the community feel welcomed and connected to the culture of the school.	11.5%	69.2%	19.2%	0.0%	0.0%	**2.92**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	8.0%	64.0%	16.0%	0.0%	12.0%	**2.91**
24. The administration provides me with the support I need to improve my professional practice.	37.0%	51.9%	11.1%	0.0%	0.0%	**3.26**
25. The Superintendent is leading the District in the right direction.	11.1%	37.0%	7.4%	7.4%	37.0%	**2.82**
26. The Board of Education is leading the District in the right direction.	3.8%	38.5%	7.7%	7.7%	42.3%	**2.67**
27. My school is heading in the right direction.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
28. I believe that my school's strategic plan will achieve its goals and objectives.	16.0%	64.0%	8.0%	0.0%	12.0%	**3.09**
29. I would place my child in this school.	25.9%	55.6%	0.0%	3.7%	14.8%	**3.22**
30. Overall, I am satisfied with my job at SFUSD.	22.2%	63.0%	14.8%	0.0%	0.0%	**3.07**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	76.0%	24.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	25.9%	0.0%	3.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	3.7%	0.0%	0.0%	37.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	3.7%	0.0%	18.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	24.0%	12.0%	28.0%	36.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	88.2%	11.8%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Garfield ES Summary Report

Total 14 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
2. The school provides access to resources that close the achievement gap.	21.4%	64.3%	14.3%	0.0%	0.0%	**3.07**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	46.2%	53.8%	0.0%	0.0%	0.0%	**3.46**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	42.9%	42.9%	14.3%	0.0%	0.0%	**3.29**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
7. Students at this school perceive staff as supportive of their academic and social advancement.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	14.3%	50.0%	21.4%	14.3%	0.0%	**2.64**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	28.6%	64.3%	7.1%	0.0%	0.0%	**3.21**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	35.7%	50.0%	0.0%	0.0%	14.3%	**3.42**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	21.4%	57.1%	14.3%	0.0%	7.1%	**3.08**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	42.9%	50.0%	7.1%	0.0%	0.0%	**3.36**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.1%	35.7%	21.4%	0.0%	35.7%	**2.78**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.4%	64.3%	0.0%	7.1%	7.1%	**3.08**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	28.6%	42.9%	14.3%	7.1%	7.1%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	35.7%	42.9%	0.0%	0.0%	21.4%	**3.45**
Accountability						
20. The District values me as an employee.	7.1%	50.0%	14.3%	0.0%	28.6%	**2.90**
21. The school works with community partnerships to strengthen student learning.	35.7%	50.0%	0.0%	0.0%	14.3%	**3.42**
22. Families and the community feel welcomed and connected to the culture of the school.	35.7%	57.1%	0.0%	0.0%	7.1%	**3.38**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
24. The administration provides me with the support I need to improve my professional practice.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
25. The Superintendent is leading the District in the right direction.	0.0%	42.9%	7.1%	0.0%	50.0%	**2.86**
26. The Board of Education is leading the District in the right direction.	0.0%	50.0%	7.1%	0.0%	42.9%	**2.88**
27. My school is heading in the right direction.	35.7%	57.1%	0.0%	7.1%	0.0%	**3.21**
28. I believe that my school's strategic plan will achieve its goals and objectives.	28.6%	64.3%	0.0%	0.0%	7.1%	**3.31**
29. I would place my child in this school.	28.6%	57.1%	7.1%	0.0%	7.1%	**3.23**
30. Overall, I am satisfied with my job at SFUSD.	21.4%	71.4%	7.1%	0.0%	0.0%	**3.14**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	71.4%	28.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	35.7%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	7.1%	42.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	14.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	28.6%	14.3%	21.4%	35.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	61.5%	7.7%	7.7%	23.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Glen Park ES Summary Report

Total 20 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	5.0%	80.0%	15.0%	0.0%	0.0%	**2.90**
2. The school provides access to resources that close the achievement gap.	5.0%	80.0%	15.0%	0.0%	0.0%	**2.90**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	35.0%	60.0%	0.0%	0.0%	5.0%	**3.37**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	25.0%	65.0%	10.0%	0.0%	0.0%	**3.15**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	35.0%	60.0%	5.0%	0.0%	0.0%	**3.30**
7. Students at this school perceive staff as supportive of their academic and social advancement.	30.0%	65.0%	0.0%	0.0%	5.0%	**3.32**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	10.0%	55.0%	30.0%	5.0%	0.0%	**2.70**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	15.0%	70.0%	15.0%	0.0%	0.0%	**3.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	20.0%	55.0%	25.0%	0.0%	0.0%	**2.95**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	30.0%	65.0%	5.0%	0.0%	0.0%	**3.25**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	55.0%	45.0%	0.0%	0.0%	0.0%	**3.55**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	20.0%	50.0%	30.0%	0.0%	0.0%	**2.90**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	25.0%	70.0%	5.0%	0.0%	0.0%	**3.20**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.3%	47.4%	36.8%	5.3%	5.3%	**2.56**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	5.0%	60.0%	30.0%	5.0%	0.0%	**2.65**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	10.0%	50.0%	10.0%	25.0%	5.0%	**2.47**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	36.8%	57.9%	0.0%	0.0%	5.3%	**3.39**
Accountability						
20. The District values me as an employee.	5.0%	35.0%	25.0%	25.0%	10.0%	**2.22**
21. The school works with community partnerships to strengthen student learning.	0.0%	85.0%	15.0%	0.0%	0.0%	**2.85**
22. Families and the community feel welcomed and connected to the culture of the school.	15.0%	45.0%	30.0%	0.0%	10.0%	**2.83**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	10.0%	70.0%	15.0%	0.0%	5.0%	**2.95**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	70.0%	30.0%	0.0%	0.0%	**2.70**
25. The Superintendent is leading the District in the right direction.	0.0%	50.0%	27.8%	0.0%	22.2%	**2.64**
26. The Board of Education is leading the District in the right direction.	0.0%	38.9%	33.3%	5.6%	22.2%	**2.43**
27. My school is heading in the right direction.	10.0%	80.0%	5.0%	0.0%	5.0%	**3.05**
28. I believe that my school's strategic plan will achieve its goals and objectives.	5.0%	60.0%	20.0%	0.0%	15.0%	**2.82**
29. I would place my child in this school.	10.0%	70.0%	10.0%	0.0%	10.0%	**3.00**
30. Overall, I am satisfied with my job at SFUSD.	10.0%	80.0%	5.0%	0.0%	5.0%	**3.05**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	80.0%	20.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	20.0%	5.0%	5.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	5.0%	0.0%	30.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	25.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	15.8%	31.6%	52.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	93.8%	6.3%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Grattan ES Summary Report

Total 28 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	35.7%	60.7%	3.6%	0.0%	0.0%	**3.32**
2. The school provides access to resources that close the achievement gap.	14.3%	53.6%	21.4%	3.6%	7.1%	**2.85**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	64.3%	35.7%	0.0%	0.0%	0.0%	**3.64**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	35.7%	60.7%	0.0%	3.6%	0.0%	**3.29**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	42.9%	53.6%	3.6%	0.0%	0.0%	**3.39**
7. Students at this school perceive staff as supportive of their academic and social advancement.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	28.6%	42.9%	25.0%	3.6%	0.0%	**2.96**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	60.7%	39.3%	0.0%	0.0%	0.0%	**3.61**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	35.7%	60.7%	0.0%	0.0%	3.6%	**3.37**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	46.4%	46.4%	0.0%	0.0%	7.1%	**3.50**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	10.7%	67.9%	14.3%	0.0%	7.1%	**2.96**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.0%	71.4%	0.0%	0.0%	3.6%	**3.26**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	57.1%	39.3%	3.6%	0.0%	0.0%	**3.54**
16. The school provides opportunities for students to participate in at least two community service projects per year.	10.7%	25.0%	32.1%	3.6%	28.6%	**2.60**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	32.1%	42.9%	7.1%	10.7%	7.1%	**3.04**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.9%	55.6%	11.1%	0.0%	7.4%	**3.16**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	60.7%	28.6%	3.6%	0.0%	7.1%	**3.62**
Accountability						
20. The District values me as an employee.	11.1%	22.2%	40.7%	18.5%	7.4%	**2.28**
21. The school works with community partnerships to strengthen student learning.	11.1%	77.8%	3.7%	0.0%	7.4%	**3.08**
22. Families and the community feel welcomed and connected to the culture of the school.	29.6%	70.4%	0.0%	0.0%	0.0%	**3.30**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	25.0%	67.9%	0.0%	0.0%	7.1%	**3.27**
24. The administration provides me with the support I need to improve my professional practice.	28.6%	53.6%	14.3%	0.0%	3.6%	**3.15**
25. The Superintendent is leading the District in the right direction.	0.0%	40.7%	3.7%	0.0%	55.6%	**2.92**
26. The Board of Education is leading the District in the right direction.	0.0%	29.6%	3.7%	3.7%	63.0%	**2.70**
27. My school is heading in the right direction.	26.9%	69.2%	0.0%	0.0%	3.8%	**3.28**
28. I believe that my school's strategic plan will achieve its goals and objectives.	14.8%	70.4%	7.4%	0.0%	7.4%	**3.08**
29. I would place my child in this school.	51.9%	40.7%	3.7%	0.0%	3.7%	**3.50**
30. Overall, I am satisfied with my job at SFUSD.	29.6%	55.6%	11.1%	0.0%	3.7%	**3.19**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	78.6%	21.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	7.1%	17.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	14.3%	0.0%	46.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	14.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	28.0%	12.0%	8.0%	52.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	76.0%	0.0%	0.0%	24.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Guadalupe ES Summary Report

Total 22 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	22.7%	63.6%	4.5%	9.1%	0.0%	**3.00**
2. The school provides access to resources that close the achievement gap.	13.6%	63.6%	18.2%	4.5%	0.0%	**2.86**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	52.4%	42.9%	0.0%	4.8%	0.0%	**3.43**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	45.5%	50.0%	0.0%	4.5%	0.0%	**3.36**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	45.5%	45.5%	9.1%	0.0%	0.0%	**3.36**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	59.1%	36.4%	0.0%	4.5%	0.0%	**3.50**
7. Students at this school perceive staff as supportive of their academic and social advancement.	57.1%	38.1%	0.0%	4.8%	0.0%	**3.48**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	13.6%	63.6%	22.7%	0.0%	0.0%	**2.91**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	27.3%	63.6%	9.1%	0.0%	0.0%	**3.18**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	27.3%	45.5%	27.3%	0.0%	0.0%	**3.00**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	27.3%	54.5%	18.2%	0.0%	0.0%	**3.09**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	36.4%	59.1%	4.5%	0.0%	0.0%	**3.32**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	31.8%	50.0%	18.2%	0.0%	0.0%	**3.14**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.6%	38.1%	23.8%	4.8%	4.8%	**2.95**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	59.1%	40.9%	0.0%	0.0%	0.0%	**3.59**
16. The school provides opportunities for students to participate in at least two community service projects per year.	9.5%	19.0%	33.3%	19.0%	19.0%	**2.24**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	18.2%	72.7%	9.1%	0.0%	0.0%	**3.09**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	23.8%	28.6%	28.6%	14.3%	4.8%	**2.65**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	40.0%	55.0%	0.0%	0.0%	5.0%	**3.42**
Accountability						
20. The District values me as an employee.	4.5%	27.3%	31.8%	18.2%	18.2%	**2.22**
21. The school works with community partnerships to strengthen student learning.	14.3%	33.3%	42.9%	9.5%	0.0%	**2.52**
22. Families and the community feel welcomed and connected to the culture of the school.	19.0%	71.4%	9.5%	0.0%	0.0%	**3.10**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.6%	50.0%	27.3%	0.0%	9.1%	**2.85**
24. The administration provides me with the support I need to improve my professional practice.	9.5%	42.9%	42.9%	4.8%	0.0%	**2.57**
25. The Superintendent is leading the District in the right direction.	4.8%	42.9%	4.8%	4.8%	42.9%	**2.83**
26. The Board of Education is leading the District in the right direction.	5.0%	30.0%	5.0%	5.0%	55.0%	**2.78**
27. My school is heading in the right direction.	14.3%	57.1%	23.8%	4.8%	0.0%	**2.81**
28. I believe that my school's strategic plan will achieve its goals and objectives.	9.5%	66.7%	14.3%	0.0%	9.5%	**2.95**
29. I would place my child in this school.	19.0%	42.9%	14.3%	9.5%	14.3%	**2.83**
30. Overall, I am satisfied with my job at SFUSD.	9.5%	76.2%	9.5%	4.8%	0.0%	**2.90**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	68.2%	31.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	13.6%	4.5%	4.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	59.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	18.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	5.0%	5.0%	25.0%	65.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	92.9%	7.1%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Hillcrest ES Summary Report

Total 25 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	36.0%	48.0%	8.0%	4.0%	4.0%	**3.21**
2. The school provides access to resources that close the achievement gap.	32.0%	56.0%	4.0%	4.0%	4.0%	**3.21**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	48.0%	52.0%	0.0%	0.0%	0.0%	**3.48**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	56.0%	44.0%	0.0%	0.0%	0.0%	**3.56**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	44.0%	44.0%	4.0%	8.0%	0.0%	**3.24**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	58.3%	41.7%	0.0%	0.0%	0.0%	**3.58**
7. Students at this school perceive staff as supportive of their academic and social advancement.	44.0%	56.0%	0.0%	0.0%	0.0%	**3.44**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	12.0%	64.0%	20.0%	4.0%	0.0%	**2.84**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	25.0%	62.5%	8.3%	0.0%	4.2%	**3.17**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	12.0%	72.0%	12.0%	4.0%	0.0%	**2.92**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	24.0%	76.0%	0.0%	0.0%	0.0%	**3.24**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.0%	76.0%	0.0%	0.0%	4.0%	**3.21**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	20.0%	68.0%	8.0%	0.0%	4.0%	**3.13**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	16.0%	60.0%	12.0%	0.0%	12.0%	**3.05**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	36.0%	56.0%	8.0%	0.0%	0.0%	**3.28**
16. The school provides opportunities for students to participate in at least two community service projects per year.	8.0%	16.0%	24.0%	12.0%	40.0%	**2.33**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	4.0%	44.0%	36.0%	16.0%	0.0%	**2.36**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	28.0%	56.0%	12.0%	0.0%	4.0%	**3.17**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	12.0%	48.0%	24.0%	0.0%	16.0%	**2.86**
Accountability						
20. The District values me as an employee.	4.0%	36.0%	24.0%	12.0%	24.0%	**2.42**
21. The school works with community partnerships to strengthen student learning.	48.0%	52.0%	0.0%	0.0%	0.0%	**3.48**
22. Families and the community feel welcomed and connected to the culture of the school.	45.8%	45.8%	4.2%	4.2%	0.0%	**3.33**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	33.3%	58.3%	0.0%	4.2%	4.2%	**3.26**
24. The administration provides me with the support I need to improve my professional practice.	32.0%	56.0%	4.0%	8.0%	0.0%	**3.12**
25. The Superintendent is leading the District in the right direction.	4.0%	28.0%	20.0%	0.0%	48.0%	**2.69**
26. The Board of Education is leading the District in the right direction.	0.0%	16.7%	25.0%	4.2%	54.2%	**2.27**
27. My school is heading in the right direction.	52.0%	40.0%	8.0%	0.0%	0.0%	**3.44**
28. I believe that my school's strategic plan will achieve its goals and objectives.	36.0%	48.0%	4.0%	0.0%	12.0%	**3.36**
29. I would place my child in this school.	20.0%	32.0%	12.0%	8.0%	28.0%	**2.89**
30. Overall, I am satisfied with my job at SFUSD.	24.0%	56.0%	16.0%	0.0%	4.0%	**3.08**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	84.0%	16.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.0%	16.0%	8.0%	8.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	44.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.0%	0.0%	4.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.0%	21.7%	21.7%	43.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	68.8%	6.3%	0.0%	25.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Jefferson ES Summary Report

Total 21 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	0.0%	80.0%	5.0%	5.0%	10.0%	**2.83**
2. The school provides access to resources that close the achievement gap.	5.0%	65.0%	15.0%	0.0%	15.0%	**2.88**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	21.1%	68.4%	0.0%	0.0%	10.5%	**3.24**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	10.0%	50.0%	25.0%	5.0%	10.0%	**2.72**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	30.0%	65.0%	0.0%	0.0%	5.0%	**3.32**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	30.0%	65.0%	0.0%	0.0%	5.0%	**3.32**
7. Students at this school perceive staff as supportive of their academic and social advancement.	35.0%	50.0%	5.0%	0.0%	10.0%	**3.33**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	40.0%	40.0%	15.0%	5.0%	**2.26**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	30.0%	70.0%	0.0%	0.0%	0.0%	**3.30**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	25.0%	65.0%	10.0%	0.0%	0.0%	**3.15**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	20.0%	70.0%	5.0%	5.0%	0.0%	**3.05**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	30.0%	50.0%	5.0%	0.0%	15.0%	**3.29**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	15.0%	35.0%	25.0%	15.0%	10.0%	**2.56**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	15.0%	60.0%	20.0%	0.0%	5.0%	**2.95**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	20.0%	65.0%	10.0%	5.0%	0.0%	**3.00**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.0%	45.0%	15.0%	10.0%	25.0%	**2.60**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	35.0%	35.0%	5.0%	25.0%	**2.40**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	60.0%	25.0%	5.0%	10.0%	**2.61**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	20.0%	55.0%	10.0%	0.0%	15.0%	**3.12**
Accountability						
20. The District values me as an employee.	0.0%	35.0%	40.0%	10.0%	15.0%	**2.29**
21. The school works with community partnerships to strengthen student learning.	5.0%	70.0%	15.0%	5.0%	5.0%	**2.79**
22. Families and the community feel welcomed and connected to the culture of the school.	19.0%	71.4%	9.5%	0.0%	0.0%	**3.10**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	23.8%	66.7%	4.8%	0.0%	4.8%	**3.20**
24. The administration provides me with the support I need to improve my professional practice.	10.0%	60.0%	20.0%	10.0%	0.0%	**2.70**
25. The Superintendent is leading the District in the right direction.	5.0%	15.0%	20.0%	15.0%	45.0%	**2.18**
26. The Board of Education is leading the District in the right direction.	0.0%	15.8%	26.3%	10.5%	47.4%	**2.10**
27. My school is heading in the right direction.	10.0%	50.0%	15.0%	10.0%	15.0%	**2.71**
28. I believe that my school's strategic plan will achieve its goals and objectives.	10.0%	55.0%	15.0%	0.0%	20.0%	**2.94**
29. I would place my child in this school.	36.8%	31.6%	15.8%	0.0%	15.8%	**3.25**
30. Overall, I am satisfied with my job at SFUSD.	9.5%	71.4%	9.5%	0.0%	9.5%	**3.00**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	95.0%	5.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	33.3%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	4.8%	28.6%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	28.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	10.5%	10.5%	10.5%	68.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	63.2%	5.3%	0.0%	31.6%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Key ES Summary Report

Total 23 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	21.7%	69.6%	4.3%	0.0%	4.3%	**3.18**
2. The school provides access to resources that close the achievement gap.	26.1%	65.2%	8.7%	0.0%	0.0%	**3.17**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	60.9%	39.1%	0.0%	0.0%	0.0%	**3.61**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	56.5%	34.8%	4.3%	4.3%	0.0%	**3.43**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	60.9%	34.8%	4.3%	0.0%	0.0%	**3.57**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	39.1%	52.2%	4.3%	0.0%	4.3%	**3.36**
7. Students at this school perceive staff as supportive of their academic and social advancement.	39.1%	52.2%	4.3%	0.0%	4.3%	**3.36**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	34.8%	52.2%	8.7%	4.3%	0.0%	**3.17**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	45.5%	50.0%	4.5%	0.0%	0.0%	**3.41**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	34.8%	60.9%	4.3%	0.0%	0.0%	**3.30**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	43.5%	56.5%	0.0%	0.0%	0.0%	**3.43**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	43.5%	56.5%	0.0%	0.0%	0.0%	**3.43**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	39.1%	43.5%	4.3%	4.3%	8.7%	**3.29**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	21.7%	56.5%	4.3%	8.7%	8.7%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	39.1%	60.9%	0.0%	0.0%	0.0%	**3.39**
16. The school provides opportunities for students to participate in at least two community service projects per year.	4.3%	26.1%	34.8%	4.3%	30.4%	**2.44**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	43.5%	56.5%	0.0%	0.0%	0.0%	**3.43**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	30.4%	52.2%	4.3%	4.3%	8.7%	**3.19**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	34.8%	52.2%	0.0%	0.0%	13.0%	**3.40**
Accountability						
20. The District values me as an employee.	0.0%	47.8%	30.4%	8.7%	13.0%	**2.45**
21. The school works with community partnerships to strengthen student learning.	4.3%	60.9%	13.0%	0.0%	21.7%	**2.89**
22. Families and the community feel welcomed and connected to the culture of the school.	36.4%	45.5%	13.6%	0.0%	4.5%	**3.24**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	21.7%	65.2%	4.3%	0.0%	8.7%	**3.19**
24. The administration provides me with the support I need to improve my professional practice.	21.7%	52.2%	21.7%	4.3%	0.0%	**2.91**
25. The Superintendent is leading the District in the right direction.	0.0%	52.2%	17.4%	4.3%	26.1%	**2.65**
26. The Board of Education is leading the District in the right direction.	0.0%	43.5%	26.1%	4.3%	26.1%	**2.53**
27. My school is heading in the right direction.	30.4%	52.2%	8.7%	0.0%	8.7%	**3.24**
28. I believe that my school's strategic plan will achieve its goals and objectives.	30.4%	56.5%	4.3%	0.0%	8.7%	**3.29**
29. I would place my child in this school.	43.5%	43.5%	8.7%	0.0%	4.3%	**3.36**
30. Overall, I am satisfied with my job at SFUSD.	22.7%	59.1%	9.1%	4.5%	4.5%	**3.05**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	100.0%	0.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	34.8%	8.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	21.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	21.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.6%	18.2%	18.2%	50.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	85.0%	15.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
King ES Summary Report

Total 20 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	15.0%	60.0%	15.0%	5.0%	5.0%	**2.89**
2. The school provides access to resources that close the achievement gap.	5.3%	73.7%	15.8%	5.3%	0.0%	**2.79**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	36.8%	57.9%	0.0%	0.0%	5.3%	**3.39**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	10.0%	65.0%	15.0%	5.0%	5.0%	**2.84**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.8%	52.6%	5.3%	0.0%	5.3%	**3.33**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	25.0%	70.0%	0.0%	0.0%	5.0%	**3.26**
7. Students at this school perceive staff as supportive of their academic and social advancement.	30.0%	70.0%	0.0%	0.0%	0.0%	**3.30**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	10.0%	30.0%	40.0%	20.0%	0.0%	**2.30**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	5.3%	47.4%	31.6%	15.8%	0.0%	**2.42**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	5.3%	42.1%	47.4%	0.0%	5.3%	**2.56**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	26.3%	63.2%	5.3%	5.3%	0.0%	**3.11**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.0%	70.0%	5.0%	0.0%	0.0%	**3.20**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	5.3%	47.4%	36.8%	5.3%	5.3%	**2.56**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	10.5%	63.2%	21.1%	5.3%	0.0%	**2.79**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	0.0%	80.0%	10.0%	0.0%	10.0%	**2.89**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	15.8%	36.8%	10.5%	36.8%	**2.08**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	60.0%	25.0%	10.0%	5.0%	**2.53**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	68.4%	15.8%	0.0%	15.8%	**2.81**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	15.8%	52.6%	21.1%	0.0%	10.5%	**2.94**
Accountability						
20. The District values me as an employee.	5.3%	42.1%	26.3%	21.1%	5.3%	**2.33**
21. The school works with community partnerships to strengthen student learning.	5.3%	63.2%	26.3%	0.0%	5.3%	**2.78**
22. Families and the community feel welcomed and connected to the culture of the school.	5.0%	60.0%	25.0%	5.0%	5.0%	**2.68**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	5.3%	63.2%	21.1%	10.5%	0.0%	**2.63**
24. The administration provides me with the support I need to improve my professional practice.	5.0%	45.0%	45.0%	5.0%	0.0%	**2.50**
25. The Superintendent is leading the District in the right direction.	5.0%	15.0%	40.0%	20.0%	20.0%	**2.06**
26. The Board of Education is leading the District in the right direction.	5.0%	20.0%	15.0%	20.0%	40.0%	**2.17**
27. My school is heading in the right direction.	0.0%	40.0%	20.0%	20.0%	20.0%	**2.25**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	55.0%	10.0%	15.0%	20.0%	**2.50**
29. I would place my child in this school.	5.0%	35.0%	35.0%	10.0%	15.0%	**2.41**
30. Overall, I am satisfied with my job at SFUSD.	20.0%	60.0%	5.0%	10.0%	5.0%	**2.95**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	77.8%	22.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.0%	20.0%	35.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	30.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	5.0%	5.0%	0.0%	5.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	35.0%	30.0%	10.0%	25.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	94.7%	5.3%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lafayette ES Summary Report

Total 20 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	50.0%	40.0%	5.0%	0.0%	5.0%	**3.47**
2. The school provides access to resources that close the achievement gap.	30.0%	45.0%	20.0%	5.0%	0.0%	**3.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	35.0%	60.0%	0.0%	0.0%	5.0%	**3.37**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	45.0%	45.0%	0.0%	10.0%	0.0%	**3.25**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	55.0%	35.0%	0.0%	5.0%	5.0%	**3.47**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	35.0%	60.0%	0.0%	0.0%	5.0%	**3.37**
7. Students at this school perceive staff as supportive of their academic and social advancement.	45.0%	40.0%	0.0%	0.0%	15.0%	**3.53**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	10.5%	47.4%	21.1%	15.8%	5.3%	**2.56**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	65.0%	30.0%	5.0%	0.0%	0.0%	**3.60**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	45.0%	35.0%	20.0%	0.0%	0.0%	**3.25**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	50.0%	40.0%	10.0%	0.0%	0.0%	**3.40**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	45.0%	40.0%	10.0%	0.0%	5.0%	**3.37**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	10.0%	50.0%	15.0%	15.0%	10.0%	**2.61**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	35.0%	55.0%	5.0%	0.0%	5.0%	**3.32**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
16. The school provides opportunities for students to participate in at least two community service projects per year.	10.5%	31.6%	31.6%	0.0%	26.3%	**2.71**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	10.0%	55.0%	35.0%	0.0%	0.0%	**2.75**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.0%	60.0%	10.0%	0.0%	5.0%	**3.16**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	40.0%	50.0%	0.0%	0.0%	10.0%	**3.44**
Accountability						
20. The District values me as an employee.	10.0%	45.0%	35.0%	10.0%	0.0%	**2.55**
21. The school works with community partnerships to strengthen student learning.	30.0%	60.0%	5.0%	0.0%	5.0%	**3.26**
22. Families and the community feel welcomed and connected to the culture of the school.	36.8%	52.6%	0.0%	0.0%	10.5%	**3.41**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	35.0%	65.0%	0.0%	0.0%	0.0%	**3.35**
24. The administration provides me with the support I need to improve my professional practice.	30.0%	50.0%	15.0%	5.0%	0.0%	**3.05**
25. The Superintendent is leading the District in the right direction.	15.0%	40.0%	20.0%	10.0%	15.0%	**2.71**
26. The Board of Education is leading the District in the right direction.	10.0%	35.0%	30.0%	10.0%	15.0%	**2.53**
27. My school is heading in the right direction.	35.0%	50.0%	5.0%	0.0%	10.0%	**3.33**
28. I believe that my school's strategic plan will achieve its goals and objectives.	30.0%	50.0%	0.0%	5.0%	15.0%	**3.24**
29. I would place my child in this school.	35.0%	55.0%	5.0%	5.0%	0.0%	**3.20**
30. Overall, I am satisfied with my job at SFUSD.	25.0%	60.0%	10.0%	5.0%	0.0%	**3.05**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	89.5%	10.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	10.0%	10.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	30.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.0%	0.0%	35.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.3%	12.5%	12.5%	68.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lakeshore ES Summary Report

Total 14 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	0.0%	76.9%	15.4%	7.7%	0.0%	**2.69**
2. The school provides access to resources that close the achievement gap.	0.0%	50.0%	42.9%	7.1%	0.0%	**2.43**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	28.6%	64.3%	7.1%	0.0%	0.0%	**3.21**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.7%	57.1%	0.0%	7.1%	0.0%	**3.21**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	28.6%	64.3%	0.0%	7.1%	0.0%	**3.14**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	21.4%	71.4%	7.1%	0.0%	0.0%	**3.14**
7. Students at this school perceive staff as supportive of their academic and social advancement.	14.3%	85.7%	0.0%	0.0%	0.0%	**3.14**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	42.9%	35.7%	21.4%	0.0%	**2.21**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	7.1%	85.7%	7.1%	0.0%	0.0%	**3.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	0.0%	35.7%	57.1%	7.1%	0.0%	**2.29**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	21.4%	64.3%	14.3%	0.0%	0.0%	**3.07**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	21.4%	78.6%	0.0%	0.0%	0.0%	**3.21**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	78.6%	21.4%	0.0%	0.0%	**2.79**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	7.1%	64.3%	14.3%	7.1%	7.1%	**2.77**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	21.4%	57.1%	21.4%	0.0%	0.0%	**3.00**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.1%	0.0%	50.0%	35.7%	7.1%	**1.77**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	42.9%	42.9%	14.3%	0.0%	**2.29**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	7.1%	42.9%	14.3%	28.6%	7.1%	**2.31**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	14.3%	71.4%	7.1%	0.0%	7.1%	**3.08**
Accountability						
20. The District values me as an employee.	0.0%	28.6%	57.1%	14.3%	0.0%	**2.14**
21. The school works with community partnerships to strengthen student learning.	0.0%	28.6%	57.1%	14.3%	0.0%	**2.14**
22. Families and the community feel welcomed and connected to the culture of the school.	0.0%	28.6%	64.3%	7.1%	0.0%	**2.21**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	0.0%	35.7%	57.1%	7.1%	0.0%	**2.29**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	57.1%	21.4%	21.4%	0.0%	**2.36**
25. The Superintendent is leading the District in the right direction.	0.0%	42.9%	21.4%	7.1%	28.6%	**2.50**
26. The Board of Education is leading the District in the right direction.	0.0%	42.9%	28.6%	7.1%	21.4%	**2.45**
27. My school is heading in the right direction.	0.0%	35.7%	50.0%	7.1%	7.1%	**2.31**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	50.0%	14.3%	7.1%	28.6%	**2.60**
29. I would place my child in this school.	7.1%	28.6%	35.7%	21.4%	7.1%	**2.23**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	57.1%	28.6%	7.1%	7.1%	**2.54**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	76.9%	23.1%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.1%	0.0%	14.3%	7.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	28.6%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	35.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	0.0%	14.3%	85.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lau ES Summary Report

Total 31 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	37.9%	62.1%	0.0%	0.0%	0.0%	**3.38**
2. The school provides access to resources that close the achievement gap.	22.6%	71.0%	6.5%	0.0%	0.0%	**3.16**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	51.6%	48.4%	0.0%	0.0%	0.0%	**3.52**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	61.3%	35.5%	3.2%	0.0%	0.0%	**3.58**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	48.4%	48.4%	0.0%	3.2%	0.0%	**3.42**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	45.2%	48.4%	0.0%	0.0%	6.5%	**3.48**
7. Students at this school perceive staff as supportive of their academic and social advancement.	41.9%	58.1%	0.0%	0.0%	0.0%	**3.42**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	29.0%	54.8%	12.9%	3.2%	0.0%	**3.10**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	29.0%	51.6%	12.9%	3.2%	3.2%	**3.10**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	36.7%	60.0%	3.3%	0.0%	0.0%	**3.33**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	38.7%	61.3%	0.0%	0.0%	0.0%	**3.39**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	48.4%	51.6%	0.0%	0.0%	0.0%	**3.48**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	45.2%	48.4%	3.2%	0.0%	3.2%	**3.43**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	32.3%	58.1%	9.7%	0.0%	0.0%	**3.23**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	32.3%	64.5%	3.2%	0.0%	0.0%	**3.29**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.1%	41.9%	16.1%	3.2%	22.6%	**2.92**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	48.4%	45.2%	3.2%	0.0%	3.2%	**3.47**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.8%	45.2%	12.9%	6.5%	9.7%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	41.9%	48.4%	0.0%	0.0%	9.7%	**3.46**
Accountability						
20. The District values me as an employee.	13.3%	50.0%	23.3%	3.3%	10.0%	**2.81**
21. The school works with community partnerships to strengthen student learning.	29.0%	58.1%	3.2%	0.0%	9.7%	**3.29**
22. Families and the community feel welcomed and connected to the culture of the school.	22.6%	54.8%	9.7%	0.0%	12.9%	**3.15**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	32.3%	45.2%	12.9%	3.2%	6.5%	**3.14**
24. The administration provides me with the support I need to improve my professional practice.	44.8%	48.3%	6.9%	0.0%	0.0%	**3.38**
25. The Superintendent is leading the District in the right direction.	19.4%	51.6%	19.4%	0.0%	9.7%	**3.00**
26. The Board of Education is leading the District in the right direction.	13.3%	46.7%	23.3%	0.0%	16.7%	**2.88**
27. My school is heading in the right direction.	36.7%	50.0%	6.7%	0.0%	6.7%	**3.32**
28. I believe that my school's strategic plan will achieve its goals and objectives.	38.7%	54.8%	3.2%	0.0%	3.2%	**3.37**
29. I would place my child in this school.	29.0%	54.8%	9.7%	0.0%	6.5%	**3.21**
30. Overall, I am satisfied with my job at SFUSD.	22.6%	71.0%	6.5%	0.0%	0.0%	**3.16**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	96.7%	3.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	19.4%	58.1%	3.2%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	9.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	16.7%	13.3%	70.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	95.7%	4.3%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Longfellow ES Summary Report

Total 27 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	26.9%	57.7%	0.0%	0.0%	15.4%	**3.32**
2. The school provides access to resources that close the achievement gap.	18.5%	77.8%	3.7%	0.0%	0.0%	**3.15**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	25.9%	70.4%	3.7%	0.0%	0.0%	**3.22**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	22.2%	63.0%	11.1%	0.0%	3.7%	**3.12**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	29.6%	63.0%	0.0%	0.0%	7.4%	**3.32**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	33.3%	55.6%	3.7%	0.0%	7.4%	**3.32**
7. Students at this school perceive staff as supportive of their academic and social advancement.	18.5%	74.1%	0.0%	0.0%	7.4%	**3.20**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	18.5%	48.1%	25.9%	7.4%	0.0%	**2.78**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	33.3%	55.6%	7.4%	0.0%	3.7%	**3.27**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.1%	85.2%	3.7%	0.0%	0.0%	**3.07**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	11.1%	81.5%	3.7%	0.0%	3.7%	**3.08**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	22.2%	74.1%	0.0%	0.0%	3.7%	**3.23**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	11.1%	63.0%	7.4%	0.0%	18.5%	**3.05**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	11.5%	73.1%	7.7%	0.0%	7.7%	**3.04**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	29.6%	59.3%	11.1%	0.0%	0.0%	**3.19**
16. The school provides opportunities for students to participate in at least two community service projects per year.	11.1%	25.9%	37.0%	0.0%	25.9%	**2.65**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	34.6%	61.5%	0.0%	0.0%	3.8%	**3.36**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	11.1%	63.0%	18.5%	3.7%	3.7%	**2.85**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	15.4%	73.1%	7.7%	0.0%	3.8%	**3.08**
Accountability						
20. The District values me as an employee.	0.0%	40.7%	33.3%	11.1%	14.8%	**2.35**
21. The school works with community partnerships to strengthen student learning.	11.1%	77.8%	11.1%	0.0%	0.0%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	8.0%	76.0%	8.0%	0.0%	8.0%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	7.4%	55.6%	22.2%	3.7%	11.1%	**2.75**
24. The administration provides me with the support I need to improve my professional practice.	18.5%	63.0%	14.8%	3.7%	0.0%	**2.96**
25. The Superintendent is leading the District in the right direction.	3.8%	46.2%	15.4%	0.0%	34.6%	**2.82**
26. The Board of Education is leading the District in the right direction.	0.0%	42.3%	19.2%	0.0%	38.5%	**2.69**
27. My school is heading in the right direction.	18.5%	66.7%	3.7%	0.0%	11.1%	**3.17**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.1%	70.4%	3.7%	0.0%	14.8%	**3.09**
29. I would place my child in this school.	18.5%	44.4%	14.8%	0.0%	22.2%	**3.05**
30. Overall, I am satisfied with my job at SFUSD.	11.1%	59.3%	18.5%	7.4%	3.7%	**2.77**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	92.0%	8.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	3.7%	11.1%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	3.7%	0.0%	40.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	11.1%	0.0%	18.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	4.0%	8.0%	28.0%	60.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	85.7%	9.5%	4.8%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Malcolm X Acdy ES Summary Report

Total 16 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	37.5%	62.5%	0.0%	0.0%	0.0%	**3.38**
2. The school provides access to resources that close the achievement gap.	25.0%	68.8%	0.0%	0.0%	6.3%	**3.27**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	37.5%	56.3%	6.3%	0.0%	0.0%	**3.31**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
7. Students at this school perceive staff as supportive of their academic and social advancement.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	25.0%	62.5%	6.3%	0.0%	6.3%	**3.20**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	18.8%	43.8%	25.0%	6.3%	6.3%	**2.80**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	37.5%	50.0%	6.3%	0.0%	6.3%	**3.33**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.0%	68.8%	0.0%	0.0%	6.3%	**3.27**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	20.0%	66.7%	6.7%	0.0%	6.7%	**3.14**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	13.3%	53.3%	20.0%	0.0%	13.3%	**2.92**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	56.3%	37.5%	6.3%	0.0%	0.0%	**3.50**
16. The school provides opportunities for students to participate in at least two community service projects per year.	13.3%	33.3%	40.0%	0.0%	13.3%	**2.69**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	50.0%	43.8%	0.0%	0.0%	6.3%	**3.53**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	31.3%	43.8%	6.3%	6.3%	12.5%	**3.14**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	31.3%	62.5%	6.3%	0.0%	0.0%	**3.25**
Accountability						
20. The District values me as an employee.	18.8%	50.0%	18.8%	0.0%	12.5%	**3.00**
21. The school works with community partnerships to strengthen student learning.	25.0%	62.5%	0.0%	0.0%	12.5%	**3.29**
22. Families and the community feel welcomed and connected to the culture of the school.	25.0%	43.8%	25.0%	0.0%	6.3%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	31.3%	37.5%	25.0%	6.3%	0.0%	**2.94**
24. The administration provides me with the support I need to improve my professional practice.	43.8%	43.8%	0.0%	0.0%	12.5%	**3.50**
25. The Superintendent is leading the District in the right direction.	25.0%	37.5%	18.8%	0.0%	18.8%	**3.08**
26. The Board of Education is leading the District in the right direction.	33.3%	33.3%	13.3%	0.0%	20.0%	**3.25**
27. My school is heading in the right direction.	42.9%	50.0%	0.0%	0.0%	7.1%	**3.46**
28. I believe that my school's strategic plan will achieve its goals and objectives.	26.7%	60.0%	6.7%	0.0%	6.7%	**3.21**
29. I would place my child in this school.	18.8%	25.0%	12.5%	18.8%	25.0%	**2.58**
30. Overall, I am satisfied with my job at SFUSD.	37.5%	56.3%	6.3%	0.0%	0.0%	**3.31**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	60.0%	40.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	31.3%	0.0%	6.3%	12.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	25.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	30.8%	7.7%	61.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	41.7%	33.3%	0.0%	25.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Marshall ES Summary Report

Total 15 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	26.7%	73.3%	0.0%	0.0%	0.0%	**3.27**
2. The school provides access to resources that close the achievement gap.	26.7%	60.0%	13.3%	0.0%	0.0%	**3.13**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	53.3%	46.7%	0.0%	0.0%	0.0%	**3.53**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	46.7%	46.7%	6.7%	0.0%	0.0%	**3.40**
7. Students at this school perceive staff as supportive of their academic and social advancement.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	50.0%	28.6%	21.4%	0.0%	**2.29**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	13.3%	60.0%	20.0%	6.7%	0.0%	**2.80**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	20.0%	80.0%	0.0%	0.0%	0.0%	**3.20**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	26.7%	66.7%	6.7%	0.0%	0.0%	**3.20**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.0%	66.7%	6.7%	0.0%	6.7%	**3.14**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.6%	50.0%	14.3%	0.0%	7.1%	**3.15**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	26.7%	73.3%	0.0%	0.0%	0.0%	**3.27**
16. The school provides opportunities for students to participate in at least two community service projects per year.	6.7%	26.7%	40.0%	13.3%	13.3%	**2.31**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	6.7%	40.0%	33.3%	6.7%	13.3%	**2.54**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
Accountability						
20. The District values me as an employee.	0.0%	64.3%	28.6%	7.1%	0.0%	**2.57**
21. The school works with community partnerships to strengthen student learning.	14.3%	85.7%	0.0%	0.0%	0.0%	**3.14**
22. Families and the community feel welcomed and connected to the culture of the school.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	26.7%	73.3%	0.0%	0.0%	0.0%	**3.27**
24. The administration provides me with the support I need to improve my professional practice.	26.7%	73.3%	0.0%	0.0%	0.0%	**3.27**
25. The Superintendent is leading the District in the right direction.	6.7%	60.0%	6.7%	0.0%	26.7%	**3.00**
26. The Board of Education is leading the District in the right direction.	6.7%	53.3%	6.7%	0.0%	33.3%	**3.00**
27. My school is heading in the right direction.	23.1%	76.9%	0.0%	0.0%	0.0%	**3.23**
28. I believe that my school's strategic plan will achieve its goals and objectives.	26.7%	73.3%	0.0%	0.0%	0.0%	**3.27**
29. I would place my child in this school.	46.7%	53.3%	0.0%	0.0%	0.0%	**3.47**
30. Overall, I am satisfied with my job at SFUSD.	40.0%	53.3%	6.7%	0.0%	0.0%	**3.33**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	66.7%	33.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	66.7%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	6.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	26.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	20.0%	6.7%	73.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	86.7%	13.3%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
McCoppin ES Summary Report

Total 18 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	33.3%	61.1%	0.0%	0.0%	5.6%	**3.35**
2. The school provides access to resources that close the achievement gap.	16.7%	72.2%	5.6%	0.0%	5.6%	**3.12**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	44.4%	55.6%	0.0%	0.0%	0.0%	**3.44**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	55.6%	38.9%	5.6%	0.0%	0.0%	**3.50**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	61.1%	33.3%	0.0%	0.0%	5.6%	**3.65**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	52.9%	47.1%	0.0%	0.0%	0.0%	**3.53**
7. Students at this school perceive staff as supportive of their academic and social advancement.	52.9%	47.1%	0.0%	0.0%	0.0%	**3.53**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	11.1%	77.8%	11.1%	0.0%	0.0%	**3.00**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	61.1%	0.0%	0.0%	5.6%	**3.35**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	38.9%	55.6%	0.0%	0.0%	5.6%	**3.41**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	22.2%	61.1%	5.6%	0.0%	11.1%	**3.19**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	22.2%	72.2%	0.0%	0.0%	5.6%	**3.24**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	27.8%	61.1%	11.1%	0.0%	0.0%	**3.17**
16. The school provides opportunities for students to participate in at least two community service projects per year.	11.1%	27.8%	16.7%	0.0%	44.4%	**2.90**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	22.2%	72.2%	5.6%	0.0%	0.0%	**3.17**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	11.1%	83.3%	0.0%	0.0%	5.6%	**3.12**
Accountability						
20. The District values me as an employee.	11.1%	61.1%	5.6%	11.1%	11.1%	**2.81**
21. The school works with community partnerships to strengthen student learning.	16.7%	72.2%	5.6%	0.0%	5.6%	**3.12**
22. Families and the community feel welcomed and connected to the culture of the school.	44.4%	55.6%	0.0%	0.0%	0.0%	**3.44**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
24. The administration provides me with the support I need to improve my professional practice.	47.1%	47.1%	5.9%	0.0%	0.0%	**3.41**
25. The Superintendent is leading the District in the right direction.	11.1%	55.6%	5.6%	11.1%	16.7%	**2.80**
26. The Board of Education is leading the District in the right direction.	5.6%	55.6%	5.6%	11.1%	22.2%	**2.71**
27. My school is heading in the right direction.	38.9%	55.6%	0.0%	0.0%	5.6%	**3.41**
28. I believe that my school's strategic plan will achieve its goals and objectives.	33.3%	55.6%	0.0%	0.0%	11.1%	**3.38**
29. I would place my child in this school.	38.9%	61.1%	0.0%	0.0%	0.0%	**3.39**
30. Overall, I am satisfied with my job at SFUSD.	38.9%	55.6%	5.6%	0.0%	0.0%	**3.33**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	83.3%	16.7%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.6%	0.0%	50.0%	11.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	5.6%	0.0%	16.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.6%	0.0%	5.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	25.0%	0.0%	33.3%	41.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
McKinley ES Summary Report

Total 15 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	33.3%	53.3%	13.3%	0.0%	0.0%	**3.20**
2. The school provides access to resources that close the achievement gap.	13.3%	60.0%	26.7%	0.0%	0.0%	**2.87**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	40.0%	40.0%	20.0%	0.0%	0.0%	**3.20**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	42.9%	50.0%	7.1%	0.0%	0.0%	**3.36**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	53.3%	40.0%	6.7%	0.0%	0.0%	**3.47**
7. Students at this school perceive staff as supportive of their academic and social advancement.	46.7%	53.3%	0.0%	0.0%	0.0%	**3.47**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	46.7%	53.3%	0.0%	0.0%	**2.47**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	33.3%	53.3%	6.7%	6.7%	0.0%	**3.13**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	26.7%	53.3%	20.0%	0.0%	0.0%	**3.07**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	26.7%	33.3%	13.3%	20.0%	6.7%	**2.71**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.6%	64.3%	7.1%	0.0%	0.0%	**3.21**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	60.0%	0.0%	6.7%	0.0%	**3.20**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	53.3%	6.7%	13.3%	26.7%	**2.55**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	6.7%	53.3%	26.7%	6.7%	6.7%	**2.64**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.0%	60.0%	20.0%	0.0%	0.0%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	26.7%	60.0%	0.0%	0.0%	13.3%	**3.31**
Accountability						
20. The District values me as an employee.	20.0%	20.0%	20.0%	6.7%	33.3%	**2.80**
21. The school works with community partnerships to strengthen student learning.	20.0%	60.0%	13.3%	0.0%	6.7%	**3.07**
22. Families and the community feel welcomed and connected to the culture of the school.	60.0%	33.3%	6.7%	0.0%	0.0%	**3.53**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	40.0%	53.3%	6.7%	0.0%	0.0%	**3.33**
24. The administration provides me with the support I need to improve my professional practice.	14.3%	64.3%	7.1%	14.3%	0.0%	**2.79**
25. The Superintendent is leading the District in the right direction.	6.7%	33.3%	33.3%	6.7%	20.0%	**2.50**
26. The Board of Education is leading the District in the right direction.	0.0%	33.3%	13.3%	6.7%	46.7%	**2.50**
27. My school is heading in the right direction.	33.3%	40.0%	13.3%	6.7%	6.7%	**3.07**
28. I believe that my school's strategic plan will achieve its goals and objectives.	20.0%	73.3%	6.7%	0.0%	0.0%	**3.13**
29. I would place my child in this school.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
30. Overall, I am satisfied with my job at SFUSD.	46.7%	33.3%	20.0%	0.0%	0.0%	**3.27**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	66.7%	33.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	20.0%	6.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	66.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.1%	14.3%	28.6%	50.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Milk ES Summary Report

Total 11 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	0.0%	45.5%	27.3%	27.3%	0.0%	**2.18**
2. The school provides access to resources that close the achievement gap.	0.0%	54.5%	45.5%	0.0%	0.0%	**2.55**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	18.2%	72.7%	9.1%	0.0%	0.0%	**3.09**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	0.0%	63.6%	36.4%	0.0%	0.0%	**2.64**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	0.0%	72.7%	27.3%	0.0%	0.0%	**2.73**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	18.2%	63.6%	0.0%	0.0%	18.2%	**3.22**
7. Students at this school perceive staff as supportive of their academic and social advancement.	18.2%	72.7%	0.0%	0.0%	9.1%	**3.20**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	20.0%	50.0%	10.0%	20.0%	**2.13**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	0.0%	72.7%	27.3%	0.0%	0.0%	**2.73**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	0.0%	54.5%	18.2%	0.0%	27.3%	**2.75**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	0.0%	63.6%	18.2%	9.1%	9.1%	**2.60**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	0.0%	54.5%	9.1%	9.1%	27.3%	**2.63**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	9.1%	45.5%	27.3%	18.2%	**1.78**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	63.6%	9.1%	9.1%	18.2%	**2.67**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	0.0%	63.6%	36.4%	0.0%	0.0%	**2.64**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	20.0%	20.0%	30.0%	30.0%	**1.86**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	27.3%	18.2%	18.2%	36.4%	**2.14**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	54.5%	9.1%	18.2%	18.2%	**2.44**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	9.1%	63.6%	0.0%	0.0%	27.3%	**3.13**
Accountability						
20. The District values me as an employee.	0.0%	30.0%	20.0%	20.0%	30.0%	**2.14**
21. The school works with community partnerships to strengthen student learning.	0.0%	36.4%	18.2%	9.1%	36.4%	**2.43**
22. Families and the community feel welcomed and connected to the culture of the school.	0.0%	45.5%	36.4%	9.1%	9.1%	**2.40**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	0.0%	30.0%	30.0%	10.0%	30.0%	**2.29**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	36.4%	36.4%	9.1%	18.2%	**2.33**
25. The Superintendent is leading the District in the right direction.	0.0%	20.0%	30.0%	10.0%	40.0%	**2.17**
26. The Board of Education is leading the District in the right direction.	0.0%	20.0%	10.0%	10.0%	60.0%	**2.25**
27. My school is heading in the right direction.	0.0%	40.0%	10.0%	40.0%	10.0%	**2.00**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	30.0%	40.0%	10.0%	20.0%	**2.25**
29. I would place my child in this school.	0.0%	45.5%	9.1%	27.3%	18.2%	**2.22**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	63.6%	9.1%	9.1%	18.2%	**2.67**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	63.6%	36.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	9.1%	9.1%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	18.2%	0.0%	0.0%	45.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	18.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	18.2%	18.2%	27.3%	36.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Miraloma ES Summary Report

Total 17 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
2. The school provides access to resources that close the achievement gap.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	82.4%	17.6%	0.0%	0.0%	0.0%	**3.82**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	52.9%	47.1%	0.0%	0.0%	0.0%	**3.53**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	58.8%	41.2%	0.0%	0.0%	0.0%	**3.59**
7. Students at this school perceive staff as supportive of their academic and social advancement.	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	70.6%	29.4%	0.0%	0.0%	0.0%	**3.71**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	47.1%	52.9%	0.0%	0.0%	0.0%	**3.47**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	68.8%	31.3%	0.0%	0.0%	0.0%	**3.69**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	70.6%	29.4%	0.0%	0.0%	0.0%	**3.71**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	52.9%	47.1%	0.0%	0.0%	0.0%	**3.53**
16. The school provides opportunities for students to participate in at least two community service projects per year.	31.3%	6.3%	6.3%	0.0%	56.3%	**3.57**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	88.2%	11.8%	0.0%	0.0%	0.0%	**3.88**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	58.8%	29.4%	5.9%	0.0%	5.9%	**3.56**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	52.9%	29.4%	0.0%	0.0%	17.6%	**3.64**
Accountability						
20. The District values me as an employee.	0.0%	56.3%	12.5%	6.3%	25.0%	**2.67**
21. The school works with community partnerships to strengthen student learning.	43.8%	50.0%	0.0%	0.0%	6.3%	**3.47**
22. Families and the community feel welcomed and connected to the culture of the school.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
24. The administration provides me with the support I need to improve my professional practice.	58.8%	41.2%	0.0%	0.0%	0.0%	**3.59**
25. The Superintendent is leading the District in the right direction.	5.9%	35.3%	5.9%	5.9%	47.1%	**2.78**
26. The Board of Education is leading the District in the right direction.	0.0%	29.4%	11.8%	5.9%	52.9%	**2.50**
27. My school is heading in the right direction.	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
28. I believe that my school's strategic plan will achieve its goals and objectives.	47.1%	52.9%	0.0%	0.0%	0.0%	**3.47**
29. I would place my child in this school.	87.5%	12.5%	0.0%	0.0%	0.0%	**3.88**
30. Overall, I am satisfied with my job at SFUSD.	58.8%	41.2%	0.0%	0.0%	0.0%	**3.59**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	86.7%	13.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	11.8%	5.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	5.9%	0.0%	58.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	5.9%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.7%	20.0%	33.3%	40.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	75.0%	12.5%	0.0%	12.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Mission Ed Ctr ES Summary Report

Total 13 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	76.9%	23.1%	0.0%	0.0%	0.0%	**3.77**
2. The school provides access to resources that close the achievement gap.	83.3%	16.7%	0.0%	0.0%	0.0%	**3.83**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	92.3%	7.7%	0.0%	0.0%	0.0%	**3.92**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	61.5%	38.5%	0.0%	0.0%	0.0%	**3.62**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	92.3%	7.7%	0.0%	0.0%	0.0%	**3.92**
7. Students at this school perceive staff as supportive of their academic and social advancement.	72.7%	27.3%	0.0%	0.0%	0.0%	**3.73**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	75.0%	16.7%	0.0%	0.0%	8.3%	**3.82**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	84.6%	15.4%	0.0%	0.0%	0.0%	**3.85**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	61.5%	38.5%	0.0%	0.0%	0.0%	**3.62**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	61.5%	38.5%	0.0%	0.0%	0.0%	**3.62**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	61.5%	30.8%	0.0%	0.0%	7.7%	**3.67**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	69.2%	23.1%	0.0%	0.0%	7.7%	**3.75**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	69.2%	30.8%	0.0%	0.0%	0.0%	**3.69**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	76.9%	15.4%	0.0%	0.0%	7.7%	**3.83**
16. The school provides opportunities for students to participate in at least two community service projects per year.	53.8%	23.1%	0.0%	0.0%	23.1%	**3.70**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	76.9%	23.1%	0.0%	0.0%	0.0%	**3.77**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	76.9%	23.1%	0.0%	0.0%	0.0%	**3.77**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	61.5%	38.5%	0.0%	0.0%	0.0%	**3.62**
Accountability						
20. The District values me as an employee.	23.1%	76.9%	0.0%	0.0%	0.0%	**3.23**
21. The school works with community partnerships to strengthen student learning.	69.2%	30.8%	0.0%	0.0%	0.0%	**3.69**
22. Families and the community feel welcomed and connected to the culture of the school.	84.6%	15.4%	0.0%	0.0%	0.0%	**3.85**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	61.5%	30.8%	0.0%	0.0%	7.7%	**3.67**
24. The administration provides me with the support I need to improve my professional practice.	76.9%	23.1%	0.0%	0.0%	0.0%	**3.77**
25. The Superintendent is leading the District in the right direction.	46.2%	23.1%	15.4%	7.7%	7.7%	**3.17**
26. The Board of Education is leading the District in the right direction.	38.5%	23.1%	7.7%	7.7%	23.1%	**3.20**
27. My school is heading in the right direction.	69.2%	23.1%	7.7%	0.0%	0.0%	**3.62**
28. I believe that my school's strategic plan will achieve its goals and objectives.	69.2%	30.8%	0.0%	0.0%	0.0%	**3.69**
29. I would place my child in this school.	91.7%	0.0%	8.3%	0.0%	0.0%	**3.83**
30. Overall, I am satisfied with my job at SFUSD.	61.5%	30.8%	0.0%	0.0%	7.7%	**3.67**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	63.6%	36.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	53.8%	7.7%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	23.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	7.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.3%	0.0%	16.7%	75.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	70.0%	0.0%	10.0%	20.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Monroe ES Summary Report

Total 35 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	17.1%	57.1%	17.1%	5.7%	2.9%	**2.88**
2. The school provides access to resources that close the achievement gap.	20.6%	58.8%	14.7%	2.9%	2.9%	**3.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	31.4%	60.0%	2.9%	0.0%	5.7%	**3.30**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	40.0%	57.1%	0.0%	0.0%	2.9%	**3.41**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	32.4%	58.8%	2.9%	2.9%	2.9%	**3.24**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	28.6%	60.0%	2.9%	0.0%	8.6%	**3.28**
7. Students at this school perceive staff as supportive of their academic and social advancement.	22.9%	71.4%	2.9%	0.0%	2.9%	**3.21**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.9%	26.5%	41.2%	26.5%	0.0%	**2.12**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	17.1%	57.1%	14.3%	2.9%	8.6%	**2.97**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	14.3%	54.3%	22.9%	2.9%	5.7%	**2.85**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	17.1%	65.7%	11.4%	0.0%	5.7%	**3.06**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.7%	65.7%	2.9%	0.0%	5.7%	**3.24**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	28.6%	62.9%	5.7%	0.0%	2.9%	**3.24**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	11.4%	34.3%	40.0%	5.7%	8.6%	**2.56**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	11.4%	45.7%	22.9%	14.3%	5.7%	**2.58**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.7%	5.7%	37.1%	22.9%	28.6%	**1.92**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	2.9%	26.5%	44.1%	14.7%	11.8%	**2.20**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	8.6%	51.4%	22.9%	5.7%	11.4%	**2.71**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	23.5%	55.9%	14.7%	0.0%	5.9%	**3.09**
Accountability						
20. The District values me as an employee.	5.7%	40.0%	14.3%	20.0%	20.0%	**2.39**
21. The school works with community partnerships to strengthen student learning.	14.7%	61.8%	17.6%	2.9%	2.9%	**2.91**
22. Families and the community feel welcomed and connected to the culture of the school.	23.5%	61.8%	5.9%	2.9%	5.9%	**3.13**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	22.9%	65.7%	8.6%	0.0%	2.9%	**3.15**
24. The administration provides me with the support I need to improve my professional practice.	20.6%	61.8%	8.8%	8.8%	0.0%	**2.94**
25. The Superintendent is leading the District in the right direction.	2.9%	26.5%	14.7%	5.9%	50.0%	**2.53**
26. The Board of Education is leading the District in the right direction.	2.9%	20.0%	17.1%	5.7%	54.3%	**2.44**
27. My school is heading in the right direction.	17.6%	61.8%	11.8%	0.0%	8.8%	**3.06**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.4%	54.3%	8.6%	5.7%	20.0%	**2.89**
29. I would place my child in this school.	23.5%	26.5%	20.6%	5.9%	23.5%	**2.88**
30. Overall, I am satisfied with my job at SFUSD.	11.4%	54.3%	28.6%	2.9%	2.9%	**2.76**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	78.8%	21.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	22.9%	22.9%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	45.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	2.9%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	12.1%	15.2%	18.2%	54.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	71.4%	14.3%	0.0%	14.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Moscone ES Summary Report

Total 17 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	68.8%	31.3%	0.0%	0.0%	0.0%	**3.69**
2. The school provides access to resources that close the achievement gap.	26.7%	40.0%	13.3%	13.3%	6.7%	**2.86**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	58.8%	35.3%	5.9%	0.0%	0.0%	**3.53**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	82.4%	17.6%	0.0%	0.0%	0.0%	**3.82**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	88.2%	11.8%	0.0%	0.0%	0.0%	**3.88**
7. Students at this school perceive staff as supportive of their academic and social advancement.	76.5%	23.5%	0.0%	0.0%	0.0%	**3.76**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	18.8%	31.3%	50.0%	0.0%	**1.69**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	47.1%	35.3%	11.8%	5.9%	0.0%	**3.24**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	58.8%	29.4%	11.8%	0.0%	0.0%	**3.47**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	58.8%	35.3%	5.9%	0.0%	0.0%	**3.53**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	43.8%	31.3%	25.0%	0.0%	0.0%	**3.19**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.0%	43.8%	31.3%	0.0%	0.0%	**2.94**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	17.6%	58.8%	17.6%	5.9%	0.0%	**2.88**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	5.9%	70.6%	5.9%	17.6%	**2.00**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	23.5%	41.2%	17.6%	17.6%	0.0%	**2.71**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	13.3%	26.7%	33.3%	26.7%	0.0%	**2.27**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	58.8%	29.4%	5.9%	0.0%	5.9%	**3.56**
Accountability						
20. The District values me as an employee.	0.0%	5.9%	41.2%	52.9%	0.0%	**1.53**
21. The school works with community partnerships to strengthen student learning.	52.9%	47.1%	0.0%	0.0%	0.0%	**3.53**
22. Families and the community feel welcomed and connected to the culture of the school.	58.8%	35.3%	0.0%	0.0%	5.9%	**3.63**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	52.9%	29.4%	5.9%	0.0%	11.8%	**3.53**
24. The administration provides me with the support I need to improve my professional practice.	35.7%	35.7%	7.1%	21.4%	0.0%	**2.86**
25. The Superintendent is leading the District in the right direction.	0.0%	0.0%	23.5%	52.9%	23.5%	**1.31**
26. The Board of Education is leading the District in the right direction.	0.0%	0.0%	23.5%	47.1%	29.4%	**1.33**
27. My school is heading in the right direction.	6.7%	40.0%	33.3%	0.0%	20.0%	**2.67**
28. I believe that my school's strategic plan will achieve its goals and objectives.	35.3%	41.2%	11.8%	5.9%	5.9%	**3.13**
29. I would place my child in this school.	52.9%	29.4%	0.0%	5.9%	11.8%	**3.47**
30. Overall, I am satisfied with my job at SFUSD.	12.5%	37.5%	12.5%	18.8%	18.8%	**2.54**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	75.0%	25.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	29.4%	11.8%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	5.9%	0.0%	47.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	12.5%	12.5%	75.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	76.9%	23.1%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Muir ES Summary Report

Total 28 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	42.3%	50.0%	3.8%	3.8%	0.0%	**3.31**
2. The school provides access to resources that close the achievement gap.	81.5%	18.5%	0.0%	0.0%	0.0%	**3.81**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	25.0%	67.9%	0.0%	7.1%	0.0%	**3.11**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	10.7%	67.9%	14.3%	3.6%	3.6%	**2.89**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	35.7%	50.0%	3.6%	0.0%	10.7%	**3.36**
7. Students at this school perceive staff as supportive of their academic and social advancement.	18.5%	66.7%	7.4%	0.0%	7.4%	**3.12**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	42.9%	39.3%	10.7%	0.0%	7.1%	**3.35**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	25.9%	48.1%	14.8%	7.4%	3.7%	**2.96**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	35.7%	46.4%	17.9%	0.0%	0.0%	**3.18**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	46.4%	53.6%	0.0%	0.0%	0.0%	**3.46**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	50.0%	46.2%	3.8%	0.0%	0.0%	**3.46**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	59.3%	40.7%	0.0%	0.0%	0.0%	**3.59**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	7.4%	55.6%	14.8%	3.7%	18.5%	**2.82**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	11.5%	34.6%	42.3%	7.7%	3.8%	**2.52**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	0.0%	34.6%	30.8%	34.6%	**1.53**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	3.7%	29.6%	44.4%	7.4%	14.8%	**2.35**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.3%	42.9%	14.3%	14.3%	14.3%	**2.67**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	17.9%	67.9%	0.0%	0.0%	14.3%	**3.21**
Accountability						
20. The District values me as an employee.	3.6%	35.7%	17.9%	25.0%	17.9%	**2.22**
21. The school works with community partnerships to strengthen student learning.	17.9%	67.9%	10.7%	3.6%	0.0%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	10.7%	64.3%	3.6%	3.6%	17.9%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	14.3%	57.1%	17.9%	3.6%	7.1%	**2.88**
24. The administration provides me with the support I need to improve my professional practice.	30.8%	46.2%	11.5%	7.7%	3.8%	**3.04**
25. The Superintendent is leading the District in the right direction.	7.4%	33.3%	7.4%	7.4%	44.4%	**2.73**
26. The Board of Education is leading the District in the right direction.	0.0%	23.1%	3.8%	11.5%	61.5%	**2.30**
27. My school is heading in the right direction.	46.4%	46.4%	0.0%	3.6%	3.6%	**3.41**
28. I believe that my school's strategic plan will achieve its goals and objectives.	39.3%	42.9%	3.6%	0.0%	14.3%	**3.42**
29. I would place my child in this school.	3.6%	25.0%	32.1%	14.3%	25.0%	**2.24**
30. Overall, I am satisfied with my job at SFUSD.	3.6%	57.1%	21.4%	7.1%	10.7%	**2.64**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	80.0%	20.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	10.7%	7.1%	3.6%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	50.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	3.6%	0.0%	14.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	25.0%	41.7%	33.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	86.4%	9.1%	4.5%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
New Traditions ES Summary Report

Total 22 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	52.4%	42.9%	0.0%	0.0%	4.8%	**3.55**
2. The school provides access to resources that close the achievement gap.	40.9%	59.1%	0.0%	0.0%	0.0%	**3.41**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	72.7%	22.7%	0.0%	0.0%	4.5%	**3.76**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	63.6%	36.4%	0.0%	0.0%	0.0%	**3.64**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	40.9%	54.5%	0.0%	0.0%	4.5%	**3.43**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	59.1%	40.9%	0.0%	0.0%	0.0%	**3.59**
7. Students at this school perceive staff as supportive of their academic and social advancement.	52.4%	47.6%	0.0%	0.0%	0.0%	**3.52**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	13.6%	59.1%	22.7%	4.5%	0.0%	**2.82**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	59.1%	40.9%	0.0%	0.0%	0.0%	**3.59**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	31.8%	59.1%	4.5%	0.0%	4.5%	**3.29**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	52.4%	47.6%	0.0%	0.0%	0.0%	**3.52**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	31.8%	54.5%	9.1%	0.0%	4.5%	**3.24**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	54.5%	40.9%	4.5%	0.0%	0.0%	**3.50**
16. The school provides opportunities for students to participate in at least two community service projects per year.	22.7%	36.4%	18.2%	0.0%	22.7%	**3.06**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	19.0%	61.9%	19.0%	0.0%	0.0%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	40.9%	50.0%	9.1%	0.0%	0.0%	**3.32**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	59.1%	31.8%	0.0%	0.0%	9.1%	**3.65**
Accountability						
20. The District values me as an employee.	13.6%	40.9%	13.6%	4.5%	27.3%	**2.88**
21. The school works with community partnerships to strengthen student learning.	27.3%	68.2%	0.0%	0.0%	4.5%	**3.29**
22. Families and the community feel welcomed and connected to the culture of the school.	54.5%	45.5%	0.0%	0.0%	0.0%	**3.55**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	59.1%	31.8%	0.0%	0.0%	9.1%	**3.65**
24. The administration provides me with the support I need to improve my professional practice.	38.1%	42.9%	14.3%	0.0%	4.8%	**3.25**
25. The Superintendent is leading the District in the right direction.	9.1%	45.5%	18.2%	0.0%	27.3%	**2.88**
26. The Board of Education is leading the District in the right direction.	4.5%	40.9%	13.6%	4.5%	36.4%	**2.71**
27. My school is heading in the right direction.	45.5%	45.5%	0.0%	4.5%	4.5%	**3.38**
28. I believe that my school's strategic plan will achieve its goals and objectives.	47.6%	42.9%	0.0%	4.8%	4.8%	**3.40**
29. I would place my child in this school.	40.9%	45.5%	4.5%	0.0%	9.1%	**3.40**
30. Overall, I am satisfied with my job at SFUSD.	36.4%	63.6%	0.0%	0.0%	0.0%	**3.36**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	75.0%	25.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	13.6%	4.5%	4.5%	9.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	4.5%	0.0%	0.0%	36.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	22.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	41.2%	5.9%	29.4%	23.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	70.6%	5.9%	5.9%	17.6%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Ortega ES Summary Report

Total 16 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	80.0%	20.0%	0.0%	0.0%	0.0%	**3.80**
2. The school provides access to resources that close the achievement gap.	56.3%	43.8%	0.0%	0.0%	0.0%	**3.56**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	81.3%	12.5%	0.0%	0.0%	6.3%	**3.87**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	81.3%	18.8%	0.0%	0.0%	0.0%	**3.81**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	81.3%	12.5%	0.0%	0.0%	6.3%	**3.87**
7. Students at this school perceive staff as supportive of their academic and social advancement.	68.8%	31.3%	0.0%	0.0%	0.0%	**3.69**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	12.5%	87.5%	0.0%	0.0%	0.0%	**3.13**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	43.8%	31.3%	18.8%	0.0%	6.3%	**3.27**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	68.8%	31.3%	0.0%	0.0%	0.0%	**3.69**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	56.3%	43.8%	0.0%	0.0%	0.0%	**3.56**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	68.8%	25.0%	6.3%	0.0%	0.0%	**3.63**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	62.5%	25.0%	6.3%	0.0%	6.3%	**3.60**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	50.0%	37.5%	6.3%	0.0%	6.3%	**3.47**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	31.3%	56.3%	0.0%	6.3%	6.3%	**3.20**
16. The school provides opportunities for students to participate in at least two community service projects per year.	37.5%	37.5%	6.3%	6.3%	12.5%	**3.21**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	12.5%	62.5%	12.5%	6.3%	6.3%	**2.87**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	81.3%	12.5%	0.0%	6.3%	**2.87**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	50.0%	31.3%	0.0%	6.3%	12.5%	**3.43**
Accountability						
20. The District values me as an employee.	13.3%	60.0%	20.0%	6.7%	0.0%	**2.80**
21. The school works with community partnerships to strengthen student learning.	56.3%	43.8%	0.0%	0.0%	0.0%	**3.56**
22. Families and the community feel welcomed and connected to the culture of the school.	43.8%	56.3%	0.0%	0.0%	0.0%	**3.44**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	43.8%	50.0%	0.0%	0.0%	6.3%	**3.47**
24. The administration provides me with the support I need to improve my professional practice.	62.5%	25.0%	6.3%	0.0%	6.3%	**3.60**
25. The Superintendent is leading the District in the right direction.	18.8%	37.5%	12.5%	0.0%	31.3%	**3.09**
26. The Board of Education is leading the District in the right direction.	20.0%	33.3%	20.0%	6.7%	20.0%	**2.83**
27. My school is heading in the right direction.	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
28. I believe that my school's strategic plan will achieve its goals and objectives.	62.5%	31.3%	0.0%	0.0%	6.3%	**3.67**
29. I would place my child in this school.	31.3%	56.3%	0.0%	0.0%	12.5%	**3.36**
30. Overall, I am satisfied with my job at SFUSD.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	87.5%	12.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	6.3%	12.5%	25.0%	6.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	18.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	18.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	31.3%	18.8%	6.3%	43.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	88.9%	0.0%	0.0%	11.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Parker ES Summary Report

Total 14 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	14.3%	71.4%	14.3%	0.0%	0.0%	**3.00**
2. The school provides access to resources that close the achievement gap.	21.4%	71.4%	7.1%	0.0%	0.0%	**3.14**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	14.3%	71.4%	14.3%	0.0%	0.0%	**3.00**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	7.1%	92.9%	0.0%	0.0%	0.0%	**3.07**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	14.3%	57.1%	21.4%	0.0%	7.1%	**2.92**
7. Students at this school perceive staff as supportive of their academic and social advancement.	7.1%	71.4%	14.3%	0.0%	7.1%	**2.92**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	21.4%	57.1%	14.3%	7.1%	0.0%	**2.93**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	28.6%	50.0%	21.4%	0.0%	0.0%	**3.07**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	14.3%	78.6%	7.1%	0.0%	0.0%	**3.07**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	21.4%	78.6%	0.0%	0.0%	0.0%	**3.21**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	21.4%	78.6%	0.0%	0.0%	0.0%	**3.21**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	14.3%	78.6%	7.1%	0.0%	0.0%	**3.07**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	14.3%	64.3%	21.4%	0.0%	0.0%	**2.93**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	78.6%	7.1%	0.0%	14.3%	**2.92**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	57.1%	35.7%	7.1%	0.0%	0.0%	**3.50**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.3%	64.3%	14.3%	0.0%	7.1%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	28.6%	64.3%	0.0%	0.0%	7.1%	**3.31**
Accountability						
20. The District values me as an employee.	0.0%	42.9%	42.9%	14.3%	0.0%	**2.29**
21. The school works with community partnerships to strengthen student learning.	0.0%	71.4%	28.6%	0.0%	0.0%	**2.71**
22. Families and the community feel welcomed and connected to the culture of the school.	0.0%	57.1%	35.7%	0.0%	7.1%	**2.62**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	14.3%	50.0%	35.7%	0.0%	0.0%	**2.79**
24. The administration provides me with the support I need to improve my professional practice.	7.1%	28.6%	50.0%	14.3%	0.0%	**2.29**
25. The Superintendent is leading the District in the right direction.	7.1%	50.0%	21.4%	7.1%	14.3%	**2.67**
26. The Board of Education is leading the District in the right direction.	0.0%	35.7%	28.6%	7.1%	28.6%	**2.40**
27. My school is heading in the right direction.	0.0%	71.4%	14.3%	0.0%	14.3%	**2.83**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	71.4%	14.3%	0.0%	14.3%	**2.83**
29. I would place my child in this school.	7.1%	42.9%	14.3%	28.6%	7.1%	**2.31**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	57.1%	28.6%	7.1%	7.1%	**2.54**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	90.9%	9.1%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	42.9%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	0.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	35.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.1%	44.4%	0.0%	44.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Parks ES Summary Report

Total 37 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	41.7%	52.8%	0.0%	0.0%	5.6%	**3.44**
2. The school provides access to resources that close the achievement gap.	13.5%	75.7%	2.7%	2.7%	5.4%	**3.06**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	45.9%	51.4%	0.0%	0.0%	2.7%	**3.47**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	27.0%	73.0%	0.0%	0.0%	0.0%	**3.27**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	35.1%	56.8%	0.0%	2.7%	5.4%	**3.31**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	37.8%	56.8%	0.0%	0.0%	5.4%	**3.40**
7. Students at this school perceive staff as supportive of their academic and social advancement.	33.3%	55.6%	5.6%	0.0%	5.6%	**3.29**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	35.1%	43.2%	10.8%	2.7%	8.1%	**3.21**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	25.0%	63.9%	11.1%	0.0%	0.0%	**3.14**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	22.9%	65.7%	5.7%	2.9%	2.9%	**3.12**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	30.6%	50.0%	8.3%	0.0%	11.1%	**3.25**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	38.9%	52.8%	0.0%	0.0%	8.3%	**3.42**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	37.8%	43.2%	8.1%	0.0%	10.8%	**3.33**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	27.8%	47.2%	11.1%	0.0%	13.9%	**3.19**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	27.0%	43.2%	27.0%	0.0%	2.7%	**3.00**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.3%	25.7%	14.3%	11.4%	34.3%	**2.65**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	19.4%	69.4%	5.6%	0.0%	5.6%	**3.15**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	43.2%	40.5%	5.4%	2.7%	8.1%	**3.35**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	32.4%	48.6%	8.1%	0.0%	10.8%	**3.27**
Accountability						
20. The District values me as an employee.	10.8%	45.9%	21.6%	5.4%	16.2%	**2.74**
21. The school works with community partnerships to strengthen student learning.	29.7%	51.4%	13.5%	2.7%	2.7%	**3.11**
22. Families and the community feel welcomed and connected to the culture of the school.	24.3%	59.5%	8.1%	2.7%	5.4%	**3.11**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	24.3%	56.8%	13.5%	0.0%	5.4%	**3.11**
24. The administration provides me with the support I need to improve my professional practice.	33.3%	55.6%	8.3%	0.0%	2.8%	**3.26**
25. The Superintendent is leading the District in the right direction.	16.7%	44.4%	5.6%	0.0%	33.3%	**3.17**
26. The Board of Education is leading the District in the right direction.	8.3%	55.6%	8.3%	0.0%	27.8%	**3.00**
27. My school is heading in the right direction.	45.9%	48.6%	0.0%	0.0%	5.4%	**3.49**
28. I believe that my school's strategic plan will achieve its goals and objectives.	32.4%	48.6%	2.7%	0.0%	16.2%	**3.35**
29. I would place my child in this school.	25.0%	50.0%	8.3%	0.0%	16.7%	**3.20**
30. Overall, I am satisfied with my job at SFUSD.	21.6%	70.3%	2.7%	0.0%	5.4%	**3.20**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	82.4%	17.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	10.8%	10.8%	10.8%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	27.0%	0.0%	24.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	13.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	3.3%	26.7%	30.0%	40.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	65.6%	0.0%	0.0%	34.4%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Peabody ES Summary Report

Total 14 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
2. The school provides access to resources that close the achievement gap.	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	42.9%	7.1%	0.0%	0.0%	**3.43**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	57.1%	35.7%	0.0%	0.0%	7.1%	**3.62**
7. Students at this school perceive staff as supportive of their academic and social advancement.	46.2%	53.8%	0.0%	0.0%	0.0%	**3.46**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	42.9%	50.0%	7.1%	0.0%	0.0%	**3.36**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	28.6%	57.1%	7.1%	0.0%	7.1%	**3.23**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	46.2%	46.2%	0.0%	0.0%	7.7%	**3.50**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	35.7%	50.0%	14.3%	0.0%	0.0%	**3.21**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	35.7%	50.0%	0.0%	0.0%	14.3%	**3.42**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	71.4%	21.4%	0.0%	0.0%	7.1%	**3.77**
16. The school provides opportunities for students to participate in at least two community service projects per year.	35.7%	50.0%	0.0%	0.0%	14.3%	**3.42**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.4%	71.4%	0.0%	0.0%	7.1%	**3.23**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	35.7%	35.7%	7.1%	7.1%	14.3%	**3.17**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	42.9%	50.0%	0.0%	0.0%	7.1%	**3.46**
Accountability						
20. The District values me as an employee.	0.0%	71.4%	14.3%	7.1%	7.1%	**2.69**
21. The school works with community partnerships to strengthen student learning.	42.9%	50.0%	0.0%	0.0%	7.1%	**3.46**
22. Families and the community feel welcomed and connected to the culture of the school.	64.3%	21.4%	0.0%	0.0%	14.3%	**3.75**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
24. The administration provides me with the support I need to improve my professional practice.	64.3%	28.6%	7.1%	0.0%	0.0%	**3.57**
25. The Superintendent is leading the District in the right direction.	14.3%	42.9%	7.1%	7.1%	28.6%	**2.90**
26. The Board of Education is leading the District in the right direction.	0.0%	42.9%	7.1%	7.1%	42.9%	**2.63**
27. My school is heading in the right direction.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
28. I believe that my school's strategic plan will achieve its goals and objectives.	28.6%	57.1%	7.1%	0.0%	7.1%	**3.23**
29. I would place my child in this school.	50.0%	35.7%	7.1%	0.0%	7.1%	**3.46**
30. Overall, I am satisfied with my job at SFUSD.	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	85.7%	14.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	7.1%	7.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	7.1%	7.1%	57.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	21.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.1%	0.0%	35.7%	57.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	90.0%	10.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Redding ES Summary Report

Total 20 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	35.0%	60.0%	0.0%	0.0%	5.0%	**3.37**
2. The school provides access to resources that close the achievement gap.	10.5%	36.8%	31.6%	10.5%	10.5%	**2.53**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	35.0%	50.0%	15.0%	0.0%	0.0%	**3.20**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	40.0%	55.0%	5.0%	0.0%	0.0%	**3.35**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	45.0%	45.0%	10.0%	0.0%	0.0%	**3.35**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	50.0%	45.0%	0.0%	5.0%	0.0%	**3.40**
7. Students at this school perceive staff as supportive of their academic and social advancement.	55.0%	45.0%	0.0%	0.0%	0.0%	**3.55**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.0%	30.0%	40.0%	20.0%	5.0%	**2.21**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.0%	15.0%	45.0%	5.0%	15.0%	**2.59**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	30.0%	70.0%	0.0%	0.0%	0.0%	**3.30**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	55.0%	40.0%	0.0%	0.0%	5.0%	**3.58**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	20.0%	50.0%	20.0%	5.0%	5.0%	**2.89**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.0%	55.0%	0.0%	0.0%	20.0%	**3.31**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	20.0%	65.0%	5.0%	5.0%	5.0%	**3.05**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.0%	25.0%	15.0%	5.0%	50.0%	**2.60**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	15.8%	42.1%	26.3%	10.5%	5.3%	**2.67**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	10.0%	60.0%	10.0%	10.0%	10.0%	**2.78**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	31.6%	52.6%	0.0%	0.0%	15.8%	**3.38**
Accountability						
20. The District values me as an employee.	0.0%	31.6%	47.4%	10.5%	10.5%	**2.24**
21. The school works with community partnerships to strengthen student learning.	40.0%	50.0%	5.0%	0.0%	5.0%	**3.37**
22. Families and the community feel welcomed and connected to the culture of the school.	30.0%	60.0%	0.0%	0.0%	10.0%	**3.33**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	15.0%	65.0%	10.0%	5.0%	5.0%	**2.95**
24. The administration provides me with the support I need to improve my professional practice.	10.0%	60.0%	10.0%	5.0%	15.0%	**2.88**
25. The Superintendent is leading the District in the right direction.	0.0%	15.0%	30.0%	10.0%	45.0%	**2.09**
26. The Board of Education is leading the District in the right direction.	0.0%	10.0%	30.0%	15.0%	45.0%	**1.91**
27. My school is heading in the right direction.	20.0%	75.0%	5.0%	0.0%	0.0%	**3.15**
28. I believe that my school's strategic plan will achieve its goals and objectives.	15.8%	63.2%	5.3%	0.0%	15.8%	**3.13**
29. I would place my child in this school.	5.0%	45.0%	20.0%	10.0%	20.0%	**2.56**
30. Overall, I am satisfied with my job at SFUSD.	10.0%	60.0%	25.0%	0.0%	5.0%	**2.84**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	85.0%	15.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.0%	0.0%	25.0%	10.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	5.0%	0.0%	25.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	5.0%	0.0%	5.0%	15.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	10.5%	10.5%	10.5%	68.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	80.0%	13.3%	6.7%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
SF Public Montessori ES Summary Report

Please treat these results with caution; there were too few respondents.

Total 2 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
2. The school provides access to resources that close the achievement gap.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
7. Students at this school perceive staff as supportive of their academic and social advancement.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	50.0%	50.0%	0.0%	0.0%	**2.50**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
16. The school provides opportunities for students to participate in at least two community service projects per year.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	50.0%	50.0%	0.0%	0.0%	**2.50**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
Accountability						
20. The District values me as an employee.	0.0%	0.0%	50.0%	0.0%	50.0%	**2.00**
21. The school works with community partnerships to strengthen student learning.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
22. Families and the community feel welcomed and connected to the culture of the school.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
24. The administration provides me with the support I need to improve my professional practice.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
25. The Superintendent is leading the District in the right direction.	50.0%	0.0%	0.0%	0.0%	50.0%	**4.00**
26. The Board of Education is leading the District in the right direction.	0.0%	50.0%	0.0%	0.0%	50.0%	**3.00**
27. My school is heading in the right direction.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
28. I believe that my school's strategic plan will achieve its goals and objectives.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
29. I would place my child in this school.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
30. Overall, I am satisfied with my job at SFUSD.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	100.0%	0.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	100.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	100.0%	0.0%	0.0%	0.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sanchez ES Summary Report

Total 26 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	15.4%	73.1%	3.8%	0.0%	7.7%	**3.13**
2. The school provides access to resources that close the achievement gap.	19.2%	73.1%	3.8%	0.0%	3.8%	**3.16**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	38.5%	61.5%	0.0%	0.0%	0.0%	**3.38**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	26.9%	65.4%	3.8%	3.8%	0.0%	**3.15**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	23.1%	57.7%	11.5%	3.8%	3.8%	**3.04**
7. Students at this school perceive staff as supportive of their academic and social advancement.	26.9%	53.8%	7.7%	3.8%	7.7%	**3.13**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	26.9%	50.0%	19.2%	3.8%	0.0%	**3.00**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	23.1%	61.5%	15.4%	0.0%	0.0%	**3.08**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.5%	50.0%	38.5%	0.0%	0.0%	**2.73**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	23.1%	69.2%	0.0%	3.8%	3.8%	**3.16**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	38.5%	57.7%	3.8%	0.0%	0.0%	**3.35**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	15.4%	61.5%	23.1%	0.0%	0.0%	**2.92**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	16.0%	64.0%	20.0%	0.0%	0.0%	**2.96**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	19.2%	61.5%	15.4%	0.0%	3.8%	**3.04**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.7%	26.9%	42.3%	15.4%	7.7%	**2.29**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	24.0%	68.0%	8.0%	0.0%	0.0%	**3.16**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	30.8%	53.8%	11.5%	0.0%	3.8%	**3.20**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	23.1%	69.2%	3.8%	3.8%	0.0%	**3.12**
Accountability						
20. The District values me as an employee.	8.0%	32.0%	44.0%	12.0%	4.0%	**2.38**
21. The school works with community partnerships to strengthen student learning.	26.9%	61.5%	11.5%	0.0%	0.0%	**3.15**
22. Families and the community feel welcomed and connected to the culture of the school.	15.4%	57.7%	23.1%	0.0%	3.8%	**2.92**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	11.5%	65.4%	19.2%	3.8%	0.0%	**2.85**
24. The administration provides me with the support I need to improve my professional practice.	11.5%	38.5%	34.6%	11.5%	3.8%	**2.52**
25. The Superintendent is leading the District in the right direction.	7.7%	34.6%	23.1%	15.4%	19.2%	**2.43**
26. The Board of Education is leading the District in the right direction.	3.8%	30.8%	26.9%	15.4%	23.1%	**2.30**
27. My school is heading in the right direction.	15.4%	42.3%	26.9%	11.5%	3.8%	**2.64**
28. I believe that my school's strategic plan will achieve its goals and objectives.	3.8%	53.8%	23.1%	3.8%	15.4%	**2.68**
29. I would place my child in this school.	11.5%	34.6%	42.3%	0.0%	11.5%	**2.65**
30. Overall, I am satisfied with my job at SFUSD.	11.5%	69.2%	15.4%	3.8%	0.0%	**2.88**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	86.4%	13.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.8%	19.2%	7.7%	3.8%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	3.8%	0.0%	0.0%	46.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	19.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.3%	20.8%	29.2%	41.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	77.3%	4.5%	0.0%	18.2%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Serra ES Summary Report

Total 18 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	0.0%	77.8%	22.2%	0.0%	0.0%	**2.78**
2. The school provides access to resources that close the achievement gap.	5.6%	61.1%	33.3%	0.0%	0.0%	**2.72**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	22.2%	72.2%	5.6%	0.0%	0.0%	**3.17**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	11.1%	61.1%	22.2%	5.6%	0.0%	**2.78**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	11.1%	72.2%	16.7%	0.0%	0.0%	**2.94**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	16.7%	61.1%	16.7%	0.0%	5.6%	**3.00**
7. Students at this school perceive staff as supportive of their academic and social advancement.	27.8%	61.1%	11.1%	0.0%	0.0%	**3.17**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	16.7%	61.1%	22.2%	0.0%	**1.94**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	5.6%	50.0%	33.3%	5.6%	5.6%	**2.59**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	5.6%	61.1%	27.8%	0.0%	5.6%	**2.76**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	29.4%	64.7%	5.9%	0.0%	0.0%	**3.24**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	38.9%	33.3%	22.2%	0.0%	5.6%	**3.18**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	5.6%	38.9%	55.6%	0.0%	0.0%	**2.50**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	5.6%	38.9%	44.4%	0.0%	11.1%	**2.56**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	17.6%	64.7%	11.8%	0.0%	5.9%	**3.06**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	5.6%	44.4%	27.8%	22.2%	**1.71**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.1%	44.4%	44.4%	0.0%	0.0%	**2.67**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	5.6%	33.3%	44.4%	11.1%	5.6%	**2.35**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.7%	55.6%	11.1%	0.0%	16.7%	**3.07**
Accountability						
20. The District values me as an employee.	0.0%	27.8%	22.2%	27.8%	22.2%	**2.00**
21. The school works with community partnerships to strengthen student learning.	0.0%	50.0%	38.9%	0.0%	11.1%	**2.56**
22. Families and the community feel welcomed and connected to the culture of the school.	5.6%	61.1%	22.2%	0.0%	11.1%	**2.81**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	11.1%	50.0%	33.3%	0.0%	5.6%	**2.76**
24. The administration provides me with the support I need to improve my professional practice.	11.1%	38.9%	27.8%	22.2%	0.0%	**2.39**
25. The Superintendent is leading the District in the right direction.	0.0%	38.9%	27.8%	0.0%	33.3%	**2.58**
26. The Board of Education is leading the District in the right direction.	0.0%	22.2%	33.3%	5.6%	38.9%	**2.27**
27. My school is heading in the right direction.	5.6%	50.0%	22.2%	5.6%	16.7%	**2.67**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	72.2%	16.7%	0.0%	11.1%	**2.81**
29. I would place my child in this school.	5.6%	22.2%	44.4%	16.7%	11.1%	**2.19**
30. Overall, I am satisfied with my job at SFUSD.	5.6%	50.0%	27.8%	16.7%	0.0%	**2.44**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	100.0%	0.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.6%	5.6%	5.6%	5.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	38.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	11.1%	0.0%	22.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.1%	16.7%	5.6%	66.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	86.7%	13.3%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sheridan ES Summary Report

Total 19 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	57.9%	42.1%	0.0%	0.0%	0.0%	**3.58**
2. The school provides access to resources that close the achievement gap.	57.9%	42.1%	0.0%	0.0%	0.0%	**3.58**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	83.3%	16.7%	0.0%	0.0%	0.0%	**3.83**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	78.9%	21.1%	0.0%	0.0%	0.0%	**3.79**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
7. Students at this school perceive staff as supportive of their academic and social advancement.	47.4%	47.4%	0.0%	0.0%	5.3%	**3.50**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	16.7%	44.4%	38.9%	0.0%	0.0%	**2.78**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	47.4%	52.6%	0.0%	0.0%	0.0%	**3.47**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	63.2%	36.8%	0.0%	0.0%	0.0%	**3.63**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	57.9%	42.1%	0.0%	0.0%	0.0%	**3.58**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	36.8%	52.6%	0.0%	0.0%	10.5%	**3.41**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	44.4%	44.4%	11.1%	0.0%	0.0%	**3.33**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.7%	61.1%	5.6%	0.0%	16.7%	**3.13**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	31.6%	57.9%	5.3%	5.3%	0.0%	**3.16**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	31.6%	57.9%	5.3%	0.0%	5.3%	**3.28**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	52.6%	47.4%	0.0%	0.0%	0.0%	**3.53**
Accountability						
20. The District values me as an employee.	0.0%	63.2%	10.5%	15.8%	10.5%	**2.53**
21. The school works with community partnerships to strengthen student learning.	21.1%	73.7%	0.0%	0.0%	5.3%	**3.22**
22. Families and the community feel welcomed and connected to the culture of the school.	57.9%	42.1%	0.0%	0.0%	0.0%	**3.58**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	52.6%	36.8%	10.5%	0.0%	0.0%	**3.42**
24. The administration provides me with the support I need to improve my professional practice.	31.6%	57.9%	10.5%	0.0%	0.0%	**3.21**
25. The Superintendent is leading the District in the right direction.	0.0%	33.3%	22.2%	11.1%	33.3%	**2.33**
26. The Board of Education is leading the District in the right direction.	0.0%	27.8%	27.8%	11.1%	33.3%	**2.25**
27. My school is heading in the right direction.	42.1%	57.9%	0.0%	0.0%	0.0%	**3.42**
28. I believe that my school's strategic plan will achieve its goals and objectives.	36.8%	57.9%	5.3%	0.0%	0.0%	**3.32**
29. I would place my child in this school.	26.3%	68.4%	0.0%	5.3%	0.0%	**3.16**
30. Overall, I am satisfied with my job at SFUSD.	26.3%	63.2%	0.0%	10.5%	0.0%	**3.05**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	82.4%	17.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	21.1%	10.5%	15.8%	5.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	5.3%	10.5%	0.0%	21.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	15.8%	0.0%	5.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	26.7%	26.7%	46.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	93.3%	0.0%	0.0%	6.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sherman ES Summary Report

Total 15 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	6.7%	73.3%	20.0%	0.0%	0.0%	**2.87**
2. The school provides access to resources that close the achievement gap.	14.3%	85.7%	0.0%	0.0%	0.0%	**3.14**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	33.3%	60.0%	6.7%	0.0%	0.0%	**3.27**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	20.0%	66.7%	0.0%	6.7%	6.7%	**3.07**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	33.3%	53.3%	6.7%	6.7%	0.0%	**3.13**
7. Students at this school perceive staff as supportive of their academic and social advancement.	33.3%	53.3%	13.3%	0.0%	0.0%	**3.20**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.0%	60.0%	13.3%	6.7%	0.0%	**2.93**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	6.7%	73.3%	13.3%	0.0%	6.7%	**2.93**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	33.3%	46.7%	20.0%	0.0%	0.0%	**3.13**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	60.0%	0.0%	6.7%	0.0%	**3.20**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	33.3%	60.0%	0.0%	6.7%	0.0%	**3.20**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	28.6%	57.1%	7.1%	0.0%	7.1%	**3.23**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	26.7%	60.0%	6.7%	6.7%	0.0%	**3.07**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	46.7%	53.3%	0.0%	0.0%	0.0%	**3.47**
16. The school provides opportunities for students to participate in at least two community service projects per year.	6.7%	26.7%	20.0%	13.3%	33.3%	**2.40**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	13.3%	33.3%	40.0%	0.0%	13.3%	**2.69**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	13.3%	60.0%	13.3%	0.0%	13.3%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	26.7%	66.7%	0.0%	0.0%	6.7%	**3.29**
Accountability						
20. The District values me as an employee.	0.0%	73.3%	13.3%	6.7%	6.7%	**2.71**
21. The school works with community partnerships to strengthen student learning.	13.3%	80.0%	6.7%	0.0%	0.0%	**3.07**
22. Families and the community feel welcomed and connected to the culture of the school.	6.7%	73.3%	6.7%	6.7%	6.7%	**2.86**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	26.7%	53.3%	20.0%	0.0%	0.0%	**3.07**
24. The administration provides me with the support I need to improve my professional practice.	13.3%	60.0%	20.0%	6.7%	0.0%	**2.80**
25. The Superintendent is leading the District in the right direction.	0.0%	46.7%	26.7%	6.7%	20.0%	**2.50**
26. The Board of Education is leading the District in the right direction.	0.0%	33.3%	33.3%	6.7%	26.7%	**2.36**
27. My school is heading in the right direction.	14.3%	71.4%	7.1%	0.0%	7.1%	**3.08**
28. I believe that my school's strategic plan will achieve its goals and objectives.	13.3%	60.0%	6.7%	0.0%	20.0%	**3.08**
29. I would place my child in this school.	20.0%	46.7%	20.0%	0.0%	13.3%	**3.00**
30. Overall, I am satisfied with my job at SFUSD.	14.3%	71.4%	7.1%	0.0%	7.1%	**3.08**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	91.7%	8.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	6.7%	20.0%	6.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	6.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	46.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	14.3%	7.1%	78.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	91.7%	0.0%	0.0%	8.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sloat ES Summary Report

Total 17 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	31.3%	50.0%	18.8%	0.0%	0.0%	**3.13**
2. The school provides access to resources that close the achievement gap.	12.5%	68.8%	12.5%	0.0%	6.3%	**3.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	64.7%	35.3%	0.0%	0.0%	0.0%	**3.65**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.3%	52.9%	5.9%	5.9%	0.0%	**3.18**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	43.8%	43.8%	12.5%	0.0%	0.0%	**3.31**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	56.3%	37.5%	0.0%	0.0%	6.3%	**3.60**
7. Students at this school perceive staff as supportive of their academic and social advancement.	31.3%	62.5%	0.0%	0.0%	6.3%	**3.33**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.9%	47.1%	35.3%	11.8%	0.0%	**2.47**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	35.3%	58.8%	5.9%	0.0%	0.0%	**3.29**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	25.0%	56.3%	6.3%	6.3%	6.3%	**3.07**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	35.3%	64.7%	0.0%	0.0%	0.0%	**3.35**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	18.8%	18.8%	43.8%	6.3%	12.5%	**2.57**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	12.5%	68.8%	18.8%	0.0%	0.0%	**2.94**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
16. The school provides opportunities for students to participate in at least two community service projects per year.	13.3%	40.0%	33.3%	0.0%	13.3%	**2.77**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	18.8%	56.3%	25.0%	0.0%	0.0%	**2.94**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	13.3%	46.7%	26.7%	6.7%	6.7%	**2.71**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	43.8%	43.8%	12.5%	0.0%	0.0%	**3.31**
Accountability						
20. The District values me as an employee.	0.0%	35.3%	58.8%	0.0%	5.9%	**2.38**
21. The school works with community partnerships to strengthen student learning.	20.0%	40.0%	20.0%	6.7%	13.3%	**2.85**
22. Families and the community feel welcomed and connected to the culture of the school.	31.3%	68.8%	0.0%	0.0%	0.0%	**3.31**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	35.3%	58.8%	5.9%	0.0%	0.0%	**3.29**
24. The administration provides me with the support I need to improve my professional practice.	18.8%	31.3%	37.5%	6.3%	6.3%	**2.67**
25. The Superintendent is leading the District in the right direction.	6.3%	50.0%	6.3%	12.5%	25.0%	**2.67**
26. The Board of Education is leading the District in the right direction.	0.0%	31.3%	18.8%	12.5%	37.5%	**2.30**
27. My school is heading in the right direction.	37.5%	50.0%	6.3%	0.0%	6.3%	**3.33**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.0%	56.3%	6.3%	0.0%	12.5%	**3.21**
29. I would place my child in this school.	29.4%	52.9%	11.8%	5.9%	0.0%	**3.06**
30. Overall, I am satisfied with my job at SFUSD.	5.9%	76.5%	17.6%	0.0%	0.0%	**2.88**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	80.0%	20.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	5.9%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	5.9%	0.0%	0.0%	47.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.9%	0.0%	29.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.3%	0.0%	25.0%	68.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	85.7%	7.1%	0.0%	7.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Spring Valley ES Summary Report

Total 16 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	20.0%	80.0%	0.0%	0.0%	0.0%	**3.20**
2. The school provides access to resources that close the achievement gap.	31.3%	62.5%	6.3%	0.0%	0.0%	**3.25**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	31.3%	62.5%	6.3%	0.0%	0.0%	**3.25**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	37.5%	50.0%	0.0%	0.0%	12.5%	**3.43**
7. Students at this school perceive staff as supportive of their academic and social advancement.	43.8%	50.0%	0.0%	0.0%	6.3%	**3.47**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	68.8%	25.0%	6.3%	0.0%	**2.63**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	56.3%	43.8%	0.0%	0.0%	0.0%	**3.56**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	43.8%	50.0%	6.3%	0.0%	0.0%	**3.38**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	43.8%	56.3%	0.0%	0.0%	0.0%	**3.44**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.0%	43.8%	12.5%	0.0%	18.8%	**3.15**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.0%	68.8%	6.3%	0.0%	0.0%	**3.19**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	43.8%	50.0%	6.3%	0.0%	0.0%	**3.38**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	13.3%	46.7%	6.7%	33.3%	**2.10**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	12.5%	68.8%	12.5%	6.3%	0.0%	**2.88**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	25.0%	62.5%	0.0%	0.0%	12.5%	**3.29**
Accountability						
20. The District values me as an employee.	0.0%	68.8%	6.3%	25.0%	0.0%	**2.44**
21. The school works with community partnerships to strengthen student learning.	6.3%	68.8%	6.3%	0.0%	18.8%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	12.5%	81.3%	6.3%	0.0%	0.0%	**3.06**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
24. The administration provides me with the support I need to improve my professional practice.	12.5%	81.3%	6.3%	0.0%	0.0%	**3.06**
25. The Superintendent is leading the District in the right direction.	0.0%	75.0%	6.3%	0.0%	18.8%	**2.92**
26. The Board of Education is leading the District in the right direction.	0.0%	62.5%	6.3%	0.0%	31.3%	**2.91**
27. My school is heading in the right direction.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
29. I would place my child in this school.	18.8%	56.3%	12.5%	0.0%	12.5%	**3.07**
30. Overall, I am satisfied with my job at SFUSD.	18.8%	62.5%	12.5%	0.0%	6.3%	**3.07**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	93.8%	6.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	12.5%	37.5%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	31.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	6.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.3%	6.3%	18.8%	68.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	93.3%	6.7%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Stevenson ES Summary Report

Total 24 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	26.1%	60.9%	4.3%	0.0%	8.7%	**3.24**
2. The school provides access to resources that close the achievement gap.	16.7%	70.8%	12.5%	0.0%	0.0%	**3.04**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	37.5%	54.2%	0.0%	0.0%	8.3%	**3.41**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	25.0%	62.5%	12.5%	0.0%	0.0%	**3.13**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	34.8%	47.8%	13.0%	0.0%	4.3%	**3.23**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	45.8%	41.7%	0.0%	0.0%	12.5%	**3.52**
7. Students at this school perceive staff as supportive of their academic and social advancement.	33.3%	58.3%	0.0%	0.0%	8.3%	**3.36**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	21.7%	52.2%	17.4%	8.7%	0.0%	**2.87**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	45.8%	50.0%	0.0%	0.0%	4.2%	**3.48**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	45.8%	54.2%	0.0%	0.0%	0.0%	**3.46**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	54.2%	4.2%	0.0%	8.3%	**3.32**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	37.5%	58.3%	4.2%	0.0%	0.0%	**3.33**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.0%	58.3%	8.3%	0.0%	8.3%	**3.18**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.0%	70.8%	0.0%	0.0%	4.2%	**3.26**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	20.8%	70.8%	0.0%	0.0%	8.3%	**3.23**
16. The school provides opportunities for students to participate in at least two community service projects per year.	20.8%	45.8%	12.5%	4.2%	16.7%	**3.00**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	25.0%	37.5%	16.7%	8.3%	12.5%	**2.90**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.8%	50.0%	12.5%	4.2%	12.5%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	21.7%	60.9%	13.0%	0.0%	4.3%	**3.09**
Accountability						
20. The District values me as an employee.	4.3%	47.8%	8.7%	17.4%	21.7%	**2.50**
21. The school works with community partnerships to strengthen student learning.	4.2%	75.0%	16.7%	0.0%	4.2%	**2.87**
22. Families and the community feel welcomed and connected to the culture of the school.	16.7%	79.2%	4.2%	0.0%	0.0%	**3.13**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	16.7%	70.8%	12.5%	0.0%	0.0%	**3.04**
24. The administration provides me with the support I need to improve my professional practice.	25.0%	50.0%	16.7%	4.2%	4.2%	**3.00**
25. The Superintendent is leading the District in the right direction.	4.2%	37.5%	16.7%	4.2%	37.5%	**2.67**
26. The Board of Education is leading the District in the right direction.	0.0%	45.8%	16.7%	8.3%	29.2%	**2.53**
27. My school is heading in the right direction.	4.2%	83.3%	8.3%	0.0%	4.2%	**2.96**
28. I believe that my school's strategic plan will achieve its goals and objectives.	8.3%	79.2%	4.2%	0.0%	8.3%	**3.05**
29. I would place my child in this school.	20.8%	50.0%	12.5%	4.2%	12.5%	**3.00**
30. Overall, I am satisfied with my job at SFUSD.	8.3%	79.2%	4.2%	4.2%	4.2%	**2.96**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	82.6%	17.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.2%	8.3%	12.5%	4.2%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	37.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	4.2%	4.2%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	9.1%	27.3%	63.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	95.2%	4.8%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sunnyside ES Summary Report

Total 27 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	12.0%	72.0%	0.0%	4.0%	12.0%	**3.05**
2. The school provides access to resources that close the achievement gap.	7.4%	37.0%	33.3%	7.4%	14.8%	**2.52**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	33.3%	63.0%	0.0%	0.0%	3.7%	**3.35**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	33.3%	55.6%	0.0%	3.7%	7.4%	**3.28**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	11.1%	66.7%	11.1%	0.0%	11.1%	**3.00**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	22.2%	63.0%	3.7%	3.7%	7.4%	**3.12**
7. Students at this school perceive staff as supportive of their academic and social advancement.	11.1%	70.4%	7.4%	0.0%	11.1%	**3.04**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	11.1%	22.2%	44.4%	3.7%	18.5%	**2.50**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	11.5%	46.2%	34.6%	7.7%	0.0%	**2.62**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	7.4%	33.3%	51.9%	3.7%	3.7%	**2.46**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	11.1%	77.8%	11.1%	0.0%	0.0%	**3.00**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	22.2%	66.7%	3.7%	0.0%	7.4%	**3.20**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	8.0%	48.0%	16.0%	8.0%	20.0%	**2.70**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	18.5%	37.0%	37.0%	0.0%	7.4%	**2.80**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	25.9%	66.7%	7.4%	0.0%	0.0%	**3.19**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.7%	19.2%	34.6%	0.0%	38.5%	**2.56**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.1%	25.9%	40.7%	14.8%	7.4%	**2.36**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.8%	44.4%	29.6%	7.4%	3.7%	**2.69**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	30.8%	57.7%	7.7%	0.0%	3.8%	**3.24**
Accountability						
20. The District values me as an employee.	0.0%	51.9%	7.4%	22.2%	18.5%	**2.36**
21. The school works with community partnerships to strengthen student learning.	15.4%	53.8%	3.8%	7.7%	19.2%	**2.95**
22. Families and the community feel welcomed and connected to the culture of the school.	15.4%	61.5%	7.7%	7.7%	7.7%	**2.92**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	15.4%	61.5%	15.4%	7.7%	0.0%	**2.85**
24. The administration provides me with the support I need to improve my professional practice.	14.8%	44.4%	14.8%	22.2%	3.7%	**2.54**
25. The Superintendent is leading the District in the right direction.	3.8%	15.4%	23.1%	19.2%	38.5%	**2.06**
26. The Board of Education is leading the District in the right direction.	3.7%	11.1%	33.3%	18.5%	33.3%	**2.00**
27. My school is heading in the right direction.	11.1%	44.4%	11.1%	11.1%	22.2%	**2.71**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.1%	40.7%	11.1%	7.4%	29.6%	**2.79**
29. I would place my child in this school.	11.1%	59.3%	11.1%	7.4%	11.1%	**2.83**
30. Overall, I am satisfied with my job at SFUSD.	7.4%	63.0%	7.4%	11.1%	11.1%	**2.75**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	83.3%	16.7%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.7%	11.1%	7.4%	7.4%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	33.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	25.9%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	34.8%	26.1%	39.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	69.6%	4.3%	4.3%	21.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sunset ES Summary Report

Total 25 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	64.0%	36.0%	0.0%	0.0%	0.0%	**3.64**
2. The school provides access to resources that close the achievement gap.	48.0%	48.0%	4.0%	0.0%	0.0%	**3.44**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	96.0%	4.0%	0.0%	0.0%	0.0%	**3.96**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	80.0%	20.0%	0.0%	0.0%	0.0%	**3.80**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	68.0%	28.0%	4.0%	0.0%	0.0%	**3.64**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	76.0%	24.0%	0.0%	0.0%	0.0%	**3.76**
7. Students at this school perceive staff as supportive of their academic and social advancement.	73.9%	26.1%	0.0%	0.0%	0.0%	**3.74**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	36.0%	56.0%	4.0%	0.0%	4.0%	**3.33**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	76.0%	24.0%	0.0%	0.0%	0.0%	**3.76**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	72.0%	28.0%	0.0%	0.0%	0.0%	**3.72**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	72.0%	28.0%	0.0%	0.0%	0.0%	**3.72**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	40.0%	40.0%	16.0%	4.0%	0.0%	**3.16**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	52.0%	48.0%	0.0%	0.0%	0.0%	**3.52**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	64.0%	36.0%	0.0%	0.0%	0.0%	**3.64**
16. The school provides opportunities for students to participate in at least two community service projects per year.	32.0%	36.0%	8.0%	0.0%	24.0%	**3.32**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	52.0%	44.0%	4.0%	0.0%	0.0%	**3.48**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	32.0%	48.0%	12.0%	4.0%	4.0%	**3.13**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	64.0%	28.0%	0.0%	0.0%	8.0%	**3.70**
Accountability						
20. The District values me as an employee.	8.3%	45.8%	25.0%	12.5%	8.3%	**2.55**
21. The school works with community partnerships to strengthen student learning.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
22. Families and the community feel welcomed and connected to the culture of the school.	72.0%	28.0%	0.0%	0.0%	0.0%	**3.72**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	64.0%	36.0%	0.0%	0.0%	0.0%	**3.64**
24. The administration provides me with the support I need to improve my professional practice.	32.0%	60.0%	8.0%	0.0%	0.0%	**3.24**
25. The Superintendent is leading the District in the right direction.	16.0%	48.0%	12.0%	0.0%	24.0%	**3.05**
26. The Board of Education is leading the District in the right direction.	8.3%	41.7%	16.7%	8.3%	25.0%	**2.67**
27. My school is heading in the right direction.	64.0%	32.0%	4.0%	0.0%	0.0%	**3.60**
28. I believe that my school's strategic plan will achieve its goals and objectives.	48.0%	52.0%	0.0%	0.0%	0.0%	**3.48**
29. I would place my child in this school.	84.0%	12.0%	0.0%	0.0%	4.0%	**3.88**
30. Overall, I am satisfied with my job at SFUSD.	28.0%	68.0%	0.0%	4.0%	0.0%	**3.20**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	87.0%	13.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.0%	4.0%	28.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	4.0%	0.0%	44.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	4.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.3%	25.0%	4.2%	62.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	68.4%	10.5%	0.0%	21.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Sutro ES Summary Report

Total 17 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	35.3%	47.1%	0.0%	0.0%	17.6%	**3.43**
2. The school provides access to resources that close the achievement gap.	35.3%	52.9%	0.0%	0.0%	11.8%	**3.40**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	70.6%	23.5%	0.0%	0.0%	5.9%	**3.75**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	52.9%	41.2%	5.9%	0.0%	0.0%	**3.47**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	52.9%	35.3%	0.0%	0.0%	11.8%	**3.60**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	58.8%	29.4%	0.0%	0.0%	11.8%	**3.67**
7. Students at this school perceive staff as supportive of their academic and social advancement.	41.2%	58.8%	0.0%	0.0%	0.0%	**3.41**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	23.5%	41.2%	23.5%	0.0%	11.8%	**3.00**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	52.9%	41.2%	0.0%	0.0%	5.9%	**3.56**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	29.4%	58.8%	5.9%	0.0%	5.9%	**3.25**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	35.3%	58.8%	0.0%	0.0%	5.9%	**3.38**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	47.1%	47.1%	0.0%	0.0%	5.9%	**3.50**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	6.3%	31.3%	18.8%	6.3%	37.5%	**2.60**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	23.5%	58.8%	0.0%	0.0%	17.6%	**3.29**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	23.5%	64.7%	0.0%	0.0%	11.8%	**3.27**
16. The school provides opportunities for students to participate in at least two community service projects per year.	17.6%	23.5%	11.8%	0.0%	47.1%	**3.11**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.8%	41.2%	23.5%	5.9%	17.6%	**2.71**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	52.9%	41.2%	5.9%	0.0%	0.0%	**3.47**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	41.2%	47.1%	0.0%	0.0%	11.8%	**3.47**
Accountability						
20. The District values me as an employee.	11.8%	52.9%	0.0%	5.9%	29.4%	**3.00**
21. The school works with community partnerships to strengthen student learning.	23.5%	64.7%	0.0%	0.0%	11.8%	**3.27**
22. Families and the community feel welcomed and connected to the culture of the school.	29.4%	64.7%	0.0%	0.0%	5.9%	**3.31**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	23.5%	58.8%	0.0%	0.0%	17.6%	**3.29**
24. The administration provides me with the support I need to improve my professional practice.	23.5%	70.6%	0.0%	0.0%	5.9%	**3.25**
25. The Superintendent is leading the District in the right direction.	11.8%	47.1%	17.6%	0.0%	23.5%	**2.92**
26. The Board of Education is leading the District in the right direction.	0.0%	41.2%	23.5%	0.0%	35.3%	**2.64**
27. My school is heading in the right direction.	35.3%	58.8%	0.0%	0.0%	5.9%	**3.38**
28. I believe that my school's strategic plan will achieve its goals and objectives.	29.4%	35.3%	5.9%	0.0%	29.4%	**3.33**
29. I would place my child in this school.	41.2%	41.2%	0.0%	0.0%	17.6%	**3.50**
30. Overall, I am satisfied with my job at SFUSD.	17.6%	64.7%	5.9%	0.0%	11.8%	**3.13**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	80.0%	20.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	5.9%	35.3%	5.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	5.9%	5.9%	11.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	11.8%	0.0%	11.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.3%	6.7%	13.3%	66.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	75.0%	12.5%	0.0%	12.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Taylor ES Summary Report

Total 20 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
2. The school provides access to resources that close the achievement gap.	35.0%	55.0%	10.0%	0.0%	0.0%	**3.25**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	55.0%	45.0%	0.0%	0.0%	0.0%	**3.55**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	35.0%	65.0%	0.0%	0.0%	0.0%	**3.35**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
7. Students at this school perceive staff as supportive of their academic and social advancement.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.0%	50.0%	15.0%	15.0%	0.0%	**2.75**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	30.0%	65.0%	0.0%	0.0%	5.0%	**3.32**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	35.0%	65.0%	0.0%	0.0%	0.0%	**3.35**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	50.0%	45.0%	5.0%	0.0%	0.0%	**3.45**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	55.0%	45.0%	0.0%	0.0%	0.0%	**3.55**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	50.0%	45.0%	5.0%	0.0%	0.0%	**3.45**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	40.0%	45.0%	10.0%	5.0%	0.0%	**3.20**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	65.0%	25.0%	5.0%	5.0%	0.0%	**3.50**
16. The school provides opportunities for students to participate in at least two community service projects per year.	10.0%	50.0%	25.0%	0.0%	15.0%	**2.82**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	35.0%	45.0%	10.0%	10.0%	0.0%	**3.05**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	35.0%	45.0%	10.0%	5.0%	5.0%	**3.16**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	45.0%	45.0%	5.0%	0.0%	5.0%	**3.42**
Accountability						
20. The District values me as an employee.	0.0%	40.0%	40.0%	20.0%	0.0%	**2.20**
21. The school works with community partnerships to strengthen student learning.	35.0%	50.0%	10.0%	0.0%	5.0%	**3.26**
22. Families and the community feel welcomed and connected to the culture of the school.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	35.0%	60.0%	5.0%	0.0%	0.0%	**3.30**
24. The administration provides me with the support I need to improve my professional practice.	35.0%	60.0%	5.0%	0.0%	0.0%	**3.30**
25. The Superintendent is leading the District in the right direction.	5.0%	35.0%	20.0%	20.0%	20.0%	**2.31**
26. The Board of Education is leading the District in the right direction.	0.0%	35.0%	10.0%	25.0%	30.0%	**2.14**
27. My school is heading in the right direction.	45.0%	50.0%	5.0%	0.0%	0.0%	**3.40**
28. I believe that my school's strategic plan will achieve its goals and objectives.	45.0%	55.0%	0.0%	0.0%	0.0%	**3.45**
29. I would place my child in this school.	40.0%	45.0%	5.0%	5.0%	5.0%	**3.26**
30. Overall, I am satisfied with my job at SFUSD.	15.0%	65.0%	15.0%	0.0%	5.0%	**3.00**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	89.5%	10.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.0%	5.0%	25.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	20.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.0%	0.0%	35.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	11.1%	16.7%	72.2%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	87.5%	6.3%	0.0%	6.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Tenderloin ES Summary Report

Total 15 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	6.7%	46.7%	26.7%	13.3%	6.7%	**2.50**
2. The school provides access to resources that close the achievement gap.	14.3%	78.6%	0.0%	0.0%	7.1%	**3.15**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	40.0%	53.3%	0.0%	0.0%	6.7%	**3.43**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	46.7%	40.0%	13.3%	0.0%	0.0%	**3.33**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	26.7%	66.7%	6.7%	0.0%	0.0%	**3.20**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	13.3%	86.7%	0.0%	0.0%	0.0%	**3.13**
7. Students at this school perceive staff as supportive of their academic and social advancement.	26.7%	66.7%	6.7%	0.0%	0.0%	**3.20**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.0%	46.7%	33.3%	0.0%	0.0%	**2.87**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.0%	26.7%	40.0%	13.3%	0.0%	**2.53**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	13.3%	53.3%	26.7%	6.7%	0.0%	**2.73**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	33.3%	60.0%	0.0%	0.0%	6.7%	**3.36**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	20.0%	33.3%	13.3%	6.7%	26.7%	**2.91**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	6.7%	80.0%	0.0%	0.0%	13.3%	**3.08**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	60.0%	0.0%	0.0%	6.7%	**3.36**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	6.7%	46.7%	13.3%	33.3%	**1.90**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	13.3%	53.3%	26.7%	0.0%	6.7%	**2.86**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	46.7%	40.0%	6.7%	0.0%	6.7%	**3.43**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	13.3%	66.7%	6.7%	0.0%	13.3%	**3.08**
Accountability						
20. The District values me as an employee.	13.3%	33.3%	33.3%	13.3%	6.7%	**2.50**
21. The school works with community partnerships to strengthen student learning.	28.6%	64.3%	0.0%	0.0%	7.1%	**3.31**
22. Families and the community feel welcomed and connected to the culture of the school.	20.0%	60.0%	20.0%	0.0%	0.0%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.3%	46.7%	26.7%	6.7%	6.7%	**2.71**
24. The administration provides me with the support I need to improve my professional practice.	20.0%	33.3%	33.3%	13.3%	0.0%	**2.60**
25. The Superintendent is leading the District in the right direction.	6.7%	46.7%	13.3%	0.0%	33.3%	**2.90**
26. The Board of Education is leading the District in the right direction.	0.0%	40.0%	20.0%	6.7%	33.3%	**2.50**
27. My school is heading in the right direction.	13.3%	53.3%	6.7%	13.3%	13.3%	**2.77**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	50.0%	7.1%	21.4%	21.4%	**2.36**
29. I would place my child in this school.	20.0%	33.3%	6.7%	13.3%	26.7%	**2.82**
30. Overall, I am satisfied with my job at SFUSD.	14.3%	50.0%	35.7%	0.0%	0.0%	**2.79**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	85.7%	14.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	6.7%	13.3%	6.7%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	13.3%	0.0%	0.0%	46.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	13.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.7%	7.7%	30.8%	53.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.8%	0.0%	0.0%	18.2%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Ulloa ES Summary Report

Total 25 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	52.0%	48.0%	0.0%	0.0%	0.0%	**3.52**
2. The school provides access to resources that close the achievement gap.	60.0%	36.0%	4.0%	0.0%	0.0%	**3.56**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	76.0%	24.0%	0.0%	0.0%	0.0%	**3.76**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	76.0%	24.0%	0.0%	0.0%	0.0%	**3.76**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	56.0%	44.0%	0.0%	0.0%	0.0%	**3.56**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	41.7%	54.2%	0.0%	0.0%	4.2%	**3.43**
7. Students at this school perceive staff as supportive of their academic and social advancement.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	48.0%	48.0%	4.0%	0.0%	0.0%	**3.44**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	87.5%	12.5%	0.0%	0.0%	0.0%	**3.88**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	72.0%	28.0%	0.0%	0.0%	0.0%	**3.72**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	84.0%	16.0%	0.0%	0.0%	0.0%	**3.84**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	48.0%	44.0%	0.0%	0.0%	8.0%	**3.52**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	40.0%	48.0%	0.0%	0.0%	12.0%	**3.45**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	44.0%	52.0%	0.0%	0.0%	4.0%	**3.46**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	60.0%	32.0%	0.0%	0.0%	8.0%	**3.65**
16. The school provides opportunities for students to participate in at least two community service projects per year.	84.0%	12.0%	0.0%	0.0%	4.0%	**3.88**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	68.0%	28.0%	4.0%	0.0%	0.0%	**3.64**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	36.0%	52.0%	8.0%	0.0%	4.0%	**3.29**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	40.0%	52.0%	8.0%	0.0%	0.0%	**3.32**
Accountability						
20. The District values me as an employee.	12.5%	62.5%	12.5%	4.2%	8.3%	**2.91**
21. The school works with community partnerships to strengthen student learning.	24.0%	64.0%	4.0%	0.0%	8.0%	**3.22**
22. Families and the community feel welcomed and connected to the culture of the school.	33.3%	62.5%	4.2%	0.0%	0.0%	**3.29**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	36.0%	56.0%	4.0%	0.0%	4.0%	**3.33**
24. The administration provides me with the support I need to improve my professional practice.	40.0%	56.0%	4.0%	0.0%	0.0%	**3.36**
25. The Superintendent is leading the District in the right direction.	20.0%	48.0%	4.0%	0.0%	28.0%	**3.22**
26. The Board of Education is leading the District in the right direction.	8.3%	54.2%	8.3%	0.0%	29.2%	**3.00**
27. My school is heading in the right direction.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
28. I believe that my school's strategic plan will achieve its goals and objectives.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
29. I would place my child in this school.	60.0%	28.0%	4.0%	0.0%	8.0%	**3.61**
30. Overall, I am satisfied with my job at SFUSD.	28.0%	68.0%	4.0%	0.0%	0.0%	**3.24**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	70.8%	29.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.0%	0.0%	48.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	4.0%	4.0%	0.0%	24.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	16.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	19.0%	9.5%	38.1%	33.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	86.4%	13.6%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Vis Valley ES Summary Report

Total 21 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	4.8%	47.6%	28.6%	9.5%	9.5%	**2.53**
2. The school provides access to resources that close the achievement gap.	5.0%	20.0%	55.0%	20.0%	0.0%	**2.10**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	21.1%	73.7%	0.0%	0.0%	5.3%	**3.22**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	10.0%	55.0%	15.0%	15.0%	5.0%	**2.63**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	4.8%	61.9%	19.0%	9.5%	4.8%	**2.65**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	10.0%	70.0%	10.0%	5.0%	5.0%	**2.89**
7. Students at this school perceive staff as supportive of their academic and social advancement.	5.0%	75.0%	15.0%	5.0%	0.0%	**2.80**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	23.8%	66.7%	9.5%	0.0%	**2.14**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	0.0%	42.1%	47.4%	5.3%	5.3%	**2.39**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	5.0%	20.0%	50.0%	10.0%	15.0%	**2.24**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	14.3%	66.7%	9.5%	0.0%	9.5%	**3.05**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	10.0%	70.0%	15.0%	0.0%	5.0%	**2.95**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	23.8%	47.6%	19.0%	9.5%	**2.05**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	23.8%	47.6%	23.8%	4.8%	**2.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	4.8%	57.1%	14.3%	19.0%	4.8%	**2.50**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	4.8%	42.9%	47.6%	4.8%	**1.55**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	19.0%	47.6%	28.6%	4.8%	**1.90**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	4.8%	33.3%	33.3%	23.8%	4.8%	**2.20**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	9.5%	42.9%	19.0%	4.8%	23.8%	**2.75**
Accountability						
20. The District values me as an employee.	0.0%	35.0%	20.0%	20.0%	25.0%	**2.20**
21. The school works with community partnerships to strengthen student learning.	0.0%	28.6%	47.6%	23.8%	0.0%	**2.05**
22. Families and the community feel welcomed and connected to the culture of the school.	0.0%	45.0%	25.0%	20.0%	10.0%	**2.28**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	0.0%	33.3%	47.6%	19.0%	0.0%	**2.14**
24. The administration provides me with the support I need to improve my professional practice.	5.3%	26.3%	31.6%	26.3%	10.5%	**2.12**
25. The Superintendent is leading the District in the right direction.	0.0%	28.6%	19.0%	14.3%	38.1%	**2.23**
26. The Board of Education is leading the District in the right direction.	0.0%	14.3%	19.0%	23.8%	42.9%	**1.83**
27. My school is heading in the right direction.	4.8%	23.8%	38.1%	19.0%	14.3%	**2.17**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	33.3%	33.3%	19.0%	14.3%	**2.17**
29. I would place my child in this school.	0.0%	19.0%	42.9%	28.6%	9.5%	**1.89**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	71.4%	9.5%	19.0%	0.0%	**2.52**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	88.9%	11.1%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	4.8%	14.3%	4.8%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	9.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	38.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	25.0%	0.0%	16.7%	58.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Webster ES Summary Report

Total 18 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	27.8%	44.4%	16.7%	0.0%	11.1%	**3.13**
2. The school provides access to resources that close the achievement gap.	11.1%	50.0%	22.2%	0.0%	16.7%	**2.87**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	50.0%	33.3%	0.0%	0.0%	16.7%	**3.60**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	47.1%	47.1%	0.0%	0.0%	5.9%	**3.50**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	33.3%	50.0%	5.6%	0.0%	11.1%	**3.31**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	44.4%	44.4%	5.6%	0.0%	5.6%	**3.41**
7. Students at this school perceive staff as supportive of their academic and social advancement.	22.2%	66.7%	0.0%	0.0%	11.1%	**3.25**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.6%	38.9%	33.3%	16.7%	5.6%	**2.35**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.7%	72.2%	5.6%	0.0%	5.6%	**3.12**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	27.8%	50.0%	11.1%	0.0%	11.1%	**3.19**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	44.4%	50.0%	5.6%	0.0%	0.0%	**3.39**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	27.8%	50.0%	11.1%	0.0%	11.1%	**3.19**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	16.7%	44.4%	11.1%	0.0%	27.8%	**3.08**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	16.7%	55.6%	22.2%	0.0%	5.6%	**2.94**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	22.2%	55.6%	0.0%	5.6%	16.7%	**3.13**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.6%	5.6%	44.4%	11.1%	33.3%	**2.08**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	5.6%	33.3%	50.0%	11.1%	0.0%	**2.33**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	27.8%	55.6%	5.6%	0.0%	11.1%	**3.25**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	29.4%	35.3%	17.6%	0.0%	17.6%	**3.14**
Accountability						
20. The District values me as an employee.	22.2%	27.8%	27.8%	5.6%	16.7%	**2.80**
21. The school works with community partnerships to strengthen student learning.	16.7%	61.1%	5.6%	0.0%	16.7%	**3.13**
22. Families and the community feel welcomed and connected to the culture of the school.	16.7%	55.6%	16.7%	0.0%	11.1%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	33.3%	44.4%	11.1%	0.0%	11.1%	**3.25**
24. The administration provides me with the support I need to improve my professional practice.	22.2%	55.6%	11.1%	5.6%	5.6%	**3.00**
25. The Superintendent is leading the District in the right direction.	5.6%	22.2%	22.2%	0.0%	50.0%	**2.67**
26. The Board of Education is leading the District in the right direction.	0.0%	22.2%	22.2%	0.0%	55.6%	**2.50**
27. My school is heading in the right direction.	22.2%	55.6%	11.1%	0.0%	11.1%	**3.13**
28. I believe that my school's strategic plan will achieve its goals and objectives.	16.7%	44.4%	11.1%	0.0%	27.8%	**3.08**
29. I would place my child in this school.	11.1%	50.0%	11.1%	16.7%	11.1%	**2.63**
30. Overall, I am satisfied with my job at SFUSD.	22.2%	61.1%	11.1%	5.6%	0.0%	**3.00**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	70.6%	29.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	44.4%	0.0%	5.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	33.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.6%	0.0%	5.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	40.0%	26.7%	13.3%	20.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	75.0%	0.0%	0.0%	25.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
West Portal ES Summary Report

Total 24 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.0%	66.7%	0.0%	0.0%	8.3%	**3.27**
2. The school provides access to resources that close the achievement gap.	12.5%	79.2%	8.3%	0.0%	0.0%	**3.04**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	37.5%	12.5%	0.0%	0.0%	**3.38**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	54.2%	45.8%	0.0%	0.0%	0.0%	**3.54**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	58.3%	41.7%	0.0%	0.0%	0.0%	**3.58**
7. Students at this school perceive staff as supportive of their academic and social advancement.	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	4.3%	43.5%	47.8%	4.3%	0.0%	**2.48**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	45.8%	54.2%	0.0%	0.0%	0.0%	**3.46**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	37.5%	54.2%	4.2%	0.0%	4.2%	**3.35**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	58.3%	41.7%	0.0%	0.0%	0.0%	**3.58**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	8.7%	60.9%	13.0%	4.3%	13.0%	**2.85**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	27.3%	59.1%	4.5%	0.0%	9.1%	**3.25**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	39.1%	52.2%	8.7%	0.0%	0.0%	**3.30**
16. The school provides opportunities for students to participate in at least two community service projects per year.	8.7%	30.4%	30.4%	4.3%	26.1%	**2.59**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	56.5%	34.8%	0.0%	8.7%	**2.62**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	13.6%	40.9%	40.9%	0.0%	4.5%	**2.71**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	56.5%	30.4%	4.3%	0.0%	8.7%	**3.57**
Accountability						
20. The District values me as an employee.	0.0%	29.2%	45.8%	12.5%	12.5%	**2.19**
21. The school works with community partnerships to strengthen student learning.	29.2%	58.3%	0.0%	0.0%	12.5%	**3.33**
22. Families and the community feel welcomed and connected to the culture of the school.	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	45.8%	54.2%	0.0%	0.0%	0.0%	**3.46**
24. The administration provides me with the support I need to improve my professional practice.	29.2%	50.0%	16.7%	4.2%	0.0%	**3.04**
25. The Superintendent is leading the District in the right direction.	0.0%	37.5%	33.3%	16.7%	12.5%	**2.24**
26. The Board of Education is leading the District in the right direction.	0.0%	16.7%	45.8%	16.7%	20.8%	**2.00**
27. My school is heading in the right direction.	25.0%	50.0%	16.7%	0.0%	8.3%	**3.09**
28. I believe that my school's strategic plan will achieve its goals and objectives.	21.7%	60.9%	4.3%	0.0%	13.0%	**3.20**
29. I would place my child in this school.	62.5%	33.3%	0.0%	0.0%	4.2%	**3.65**
30. Overall, I am satisfied with my job at SFUSD.	16.7%	54.2%	25.0%	0.0%	4.2%	**2.91**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	95.7%	4.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	4.2%	25.0%	4.2%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	37.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.2%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	4.8%	14.3%	9.5%	71.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	83.3%	0.0%	0.0%	16.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Yick Wo ES Summary Report

Total 22 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	40.9%	54.5%	0.0%	4.5%	0.0%	**3.32**
2. The school provides access to resources that close the achievement gap.	40.9%	45.5%	9.1%	0.0%	4.5%	**3.33**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	54.5%	45.5%	0.0%	0.0%	0.0%	**3.55**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	42.9%	33.3%	14.3%	4.8%	4.8%	**3.20**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.4%	50.0%	9.1%	0.0%	4.5%	**3.29**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	40.9%	36.4%	4.5%	0.0%	18.2%	**3.44**
7. Students at this school perceive staff as supportive of their academic and social advancement.	50.0%	40.9%	4.5%	0.0%	4.5%	**3.48**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	13.6%	36.4%	31.8%	13.6%	4.5%	**2.52**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	40.9%	50.0%	0.0%	0.0%	9.1%	**3.45**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	22.7%	72.7%	4.5%	0.0%	0.0%	**3.18**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	36.4%	45.5%	4.5%	0.0%	13.6%	**3.37**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	27.3%	40.9%	9.1%	4.5%	18.2%	**3.11**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	14.3%	52.4%	9.5%	4.8%	19.0%	**2.94**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	36.4%	40.9%	4.5%	0.0%	18.2%	**3.39**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	36.4%	50.0%	0.0%	0.0%	13.6%	**3.42**
16. The school provides opportunities for students to participate in at least two community service projects per year.	13.6%	27.3%	22.7%	13.6%	22.7%	**2.53**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	19.0%	33.3%	19.0%	4.8%	23.8%	**2.88**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	18.2%	31.8%	13.6%	22.7%	13.6%	**2.53**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	27.3%	54.5%	9.1%	0.0%	9.1%	**3.20**
Accountability						
20. The District values me as an employee.	0.0%	31.8%	22.7%	36.4%	9.1%	**1.95**
21. The school works with community partnerships to strengthen student learning.	13.6%	45.5%	18.2%	4.5%	18.2%	**2.83**
22. Families and the community feel welcomed and connected to the culture of the school.	38.1%	38.1%	4.8%	4.8%	14.3%	**3.28**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	38.1%	47.6%	0.0%	4.8%	9.5%	**3.32**
24. The administration provides me with the support I need to improve my professional practice.	30.0%	35.0%	15.0%	10.0%	10.0%	**2.94**
25. The Superintendent is leading the District in the right direction.	0.0%	18.2%	18.2%	22.7%	40.9%	**1.92**
26. The Board of Education is leading the District in the right direction.	0.0%	19.0%	23.8%	23.8%	33.3%	**1.93**
27. My school is heading in the right direction.	18.2%	59.1%	9.1%	9.1%	4.5%	**2.90**
28. I believe that my school's strategic plan will achieve its goals and objectives.	22.7%	68.2%	0.0%	0.0%	9.1%	**3.25**
29. I would place my child in this school.	31.8%	50.0%	9.1%	4.5%	4.5%	**3.14**
30. Overall, I am satisfied with my job at SFUSD.	22.7%	59.1%	9.1%	4.5%	4.5%	**3.05**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	81.0%	19.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	22.7%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	31.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	36.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.1%	16.7%	16.7%	55.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	46.2%	0.0%	0.0%	53.8%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Aptos MS Summary Report

Total 43 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	4.7%	88.4%	2.3%	0.0%	4.7%	**3.02**
2. The school provides access to resources that close the achievement gap.	9.3%	72.1%	14.0%	2.3%	2.3%	**2.90**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	14.0%	72.1%	9.3%	0.0%	4.7%	**3.05**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	16.3%	60.5%	14.0%	2.3%	7.0%	**2.98**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	9.8%	68.3%	12.2%	0.0%	9.8%	**2.97**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	7.0%	69.8%	18.6%	0.0%	4.7%	**2.88**
7. Students at this school perceive staff as supportive of their academic and social advancement.	4.7%	65.1%	11.6%	0.0%	18.6%	**2.91**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	11.9%	64.3%	16.7%	7.1%	0.0%	**2.81**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.3%	76.7%	4.7%	0.0%	2.3%	**3.12**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.6%	72.1%	14.0%	2.3%	0.0%	**2.93**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	7.1%	76.2%	9.5%	2.4%	4.8%	**2.93**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	9.3%	58.1%	20.9%	2.3%	9.3%	**2.82**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	7.1%	52.4%	21.4%	4.8%	14.3%	**2.72**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	4.9%	61.0%	26.8%	0.0%	7.3%	**2.76**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	61.9%	4.8%	0.0%	0.0%	**3.29**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.3%	21.4%	33.3%	4.8%	26.2%	**2.61**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	33.3%	54.8%	7.1%	0.0%	4.8%	**3.28**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	9.8%	51.2%	14.6%	4.9%	19.5%	**2.82**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	7.3%	61.0%	22.0%	0.0%	9.8%	**2.84**
Accountability						
20. The District values me as an employee.	0.0%	29.3%	51.2%	2.4%	17.1%	**2.32**
21. The school works with community partnerships to strengthen student learning.	7.1%	50.0%	31.0%	0.0%	11.9%	**2.73**
22. Families and the community feel welcomed and connected to the culture of the school.	9.8%	68.3%	14.6%	0.0%	7.3%	**2.95**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	7.1%	61.9%	26.2%	0.0%	4.8%	**2.80**
24. The administration provides me with the support I need to improve my professional practice.	11.9%	61.9%	19.0%	4.8%	2.4%	**2.83**
25. The Superintendent is leading the District in the right direction.	7.3%	29.3%	22.0%	7.3%	34.1%	**2.56**
26. The Board of Education is leading the District in the right direction.	0.0%	24.4%	34.1%	12.2%	29.3%	**2.17**
27. My school is heading in the right direction.	19.5%	63.4%	12.2%	0.0%	4.9%	**3.08**
28. I believe that my school's strategic plan will achieve its goals and objectives.	9.5%	52.4%	9.5%	0.0%	28.6%	**3.00**
29. I would place my child in this school.	16.7%	59.5%	7.1%	0.0%	16.7%	**3.11**
30. Overall, I am satisfied with my job at SFUSD.	14.3%	69.0%	9.5%	0.0%	7.1%	**3.05**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	53.5%	46.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.3%	20.9%	9.3%	2.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	2.3%	0.0%	2.3%	44.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.7%	0.0%	18.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	21.1%	13.2%	15.8%	50.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	88.9%	7.4%	3.7%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Denman MS Summary Report

Total 35 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	2.9%	65.7%	11.4%	2.9%	17.1%	**2.83**
2. The school provides access to resources that close the achievement gap.	0.0%	58.8%	26.5%	5.9%	8.8%	**2.58**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	20.0%	68.6%	8.6%	0.0%	2.9%	**3.12**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	5.9%	52.9%	32.4%	2.9%	5.9%	**2.66**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	8.8%	52.9%	32.4%	0.0%	5.9%	**2.75**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	22.9%	65.7%	8.6%	0.0%	2.9%	**3.15**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.6%	64.7%	5.9%	0.0%	11.8%	**3.13**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	40.0%	31.4%	22.9%	5.7%	**2.18**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	8.6%	45.7%	31.4%	8.6%	5.7%	**2.58**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	2.9%	60.0%	31.4%	2.9%	2.9%	**2.65**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	0.0%	60.0%	28.6%	0.0%	11.4%	**2.68**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	5.7%	57.1%	14.3%	0.0%	22.9%	**2.89**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	2.9%	44.1%	26.5%	5.9%	20.6%	**2.56**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	42.9%	25.7%	11.4%	20.0%	**2.39**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	26.5%	61.8%	5.9%	0.0%	5.9%	**3.22**
16. The school provides opportunities for students to participate in at least two community service projects per year.	17.1%	45.7%	8.6%	5.7%	22.9%	**2.96**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	8.8%	64.7%	14.7%	5.9%	5.9%	**2.81**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	22.9%	48.6%	5.7%	5.7%	17.1%	**3.07**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	14.3%	71.4%	8.6%	0.0%	5.7%	**3.06**
Accountability						
20. The District values me as an employee.	0.0%	35.3%	29.4%	26.5%	8.8%	**2.10**
21. The school works with community partnerships to strengthen student learning.	2.9%	64.7%	17.6%	2.9%	11.8%	**2.77**
22. Families and the community feel welcomed and connected to the culture of the school.	8.6%	45.7%	28.6%	2.9%	14.3%	**2.70**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	6.1%	45.5%	24.2%	9.1%	15.2%	**2.57**
24. The administration provides me with the support I need to improve my professional practice.	9.1%	48.5%	21.2%	15.2%	6.1%	**2.55**
25. The Superintendent is leading the District in the right direction.	5.7%	22.9%	31.4%	11.4%	28.6%	**2.32**
26. The Board of Education is leading the District in the right direction.	5.7%	28.6%	22.9%	14.3%	28.6%	**2.36**
27. My school is heading in the right direction.	3.0%	60.6%	12.1%	6.1%	18.2%	**2.74**
28. I believe that my school's strategic plan will achieve its goals and objectives.	2.9%	48.6%	8.6%	8.6%	31.4%	**2.67**
29. I would place my child in this school.	2.9%	31.4%	37.1%	17.1%	11.4%	**2.23**
30. Overall, I am satisfied with my job at SFUSD.	8.6%	65.7%	22.9%	2.9%	0.0%	**2.80**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	54.8%	45.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	11.4%	5.7%	11.4%	5.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	28.6%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.9%	0.0%	0.0%	20.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.0%	24.0%	24.0%	44.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	64.0%	0.0%	0.0%	36.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Everett MS Summary Report

Total 32 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	22.6%	61.3%	6.5%	6.5%	3.2%	**3.03**
2. The school provides access to resources that close the achievement gap.	34.4%	53.1%	3.1%	6.3%	3.1%	**3.19**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	40.6%	50.0%	3.1%	0.0%	6.3%	**3.40**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	38.7%	54.8%	0.0%	3.2%	3.2%	**3.33**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	3.1%	62.5%	21.9%	6.3%	6.3%	**2.67**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	21.9%	62.5%	6.3%	0.0%	9.4%	**3.17**
7. Students at this school perceive staff as supportive of their academic and social advancement.	9.7%	71.0%	3.2%	3.2%	12.9%	**3.00**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	25.0%	59.4%	9.4%	6.3%	0.0%	**3.03**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	9.7%	54.8%	29.0%	6.5%	0.0%	**2.68**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	6.3%	56.3%	28.1%	6.3%	3.1%	**2.65**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	28.1%	50.0%	12.5%	3.1%	6.3%	**3.10**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	46.9%	37.5%	3.1%	0.0%	12.5%	**3.50**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.0%	53.1%	6.3%	3.1%	12.5%	**3.14**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	6.3%	59.4%	28.1%	3.1%	3.1%	**2.71**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	3.2%	32.3%	38.7%	22.6%	3.2%	**2.17**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.7%	30.0%	26.7%	6.7%	20.0%	**2.71**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	22.6%	64.5%	9.7%	3.2%	0.0%	**3.06**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	18.8%	65.6%	12.5%	3.1%	0.0%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.1%	64.5%	6.5%	3.2%	9.7%	**3.04**
Accountability						
20. The District values me as an employee.	12.5%	50.0%	12.5%	9.4%	15.6%	**2.78**
21. The school works with community partnerships to strengthen student learning.	6.3%	81.3%	6.3%	0.0%	6.3%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	6.3%	56.3%	18.8%	6.3%	12.5%	**2.71**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	3.1%	46.9%	18.8%	15.6%	15.6%	**2.44**
24. The administration provides me with the support I need to improve my professional practice.	28.1%	53.1%	12.5%	3.1%	3.1%	**3.10**
25. The Superintendent is leading the District in the right direction.	6.5%	48.4%	19.4%	3.2%	22.6%	**2.75**
26. The Board of Education is leading the District in the right direction.	6.7%	30.0%	13.3%	10.0%	40.0%	**2.56**
27. My school is heading in the right direction.	46.7%	40.0%	3.3%	3.3%	6.7%	**3.39**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.8%	54.8%	6.5%	3.2%	9.7%	**3.14**
29. I would place my child in this school.	12.9%	41.9%	22.6%	16.1%	6.5%	**2.55**
30. Overall, I am satisfied with my job at SFUSD.	21.9%	65.6%	6.3%	3.1%	3.1%	**3.10**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	65.6%	34.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.1%	25.0%	6.3%	6.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	37.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	3.1%	12.5%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	20.0%	33.3%	26.7%	20.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	88.9%	7.4%	3.7%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Francisco MS Summary Report

Total 39 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.6%	61.5%	5.1%	0.0%	7.7%	**3.22**
2. The school provides access to resources that close the achievement gap.	17.9%	64.1%	10.3%	0.0%	7.7%	**3.08**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	30.8%	64.1%	0.0%	0.0%	5.1%	**3.32**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	33.3%	59.0%	2.6%	0.0%	5.1%	**3.32**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	23.1%	64.1%	10.3%	2.6%	0.0%	**3.08**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	33.3%	59.0%	5.1%	0.0%	2.6%	**3.29**
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.5%	69.2%	7.7%	0.0%	2.6%	**3.13**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	7.7%	56.4%	30.8%	0.0%	5.1%	**2.76**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.5%	69.2%	10.3%	0.0%	0.0%	**3.10**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	30.8%	56.4%	12.8%	0.0%	0.0%	**3.18**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	17.9%	66.7%	12.8%	0.0%	2.6%	**3.05**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.5%	71.8%	2.6%	0.0%	5.1%	**3.19**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.6%	64.1%	5.1%	5.1%	0.0%	**3.10**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	10.3%	59.0%	25.6%	0.0%	5.1%	**2.84**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	61.5%	5.1%	0.0%	0.0%	**3.28**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.1%	33.3%	33.3%	7.7%	20.5%	**2.45**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	17.9%	69.2%	7.7%	2.6%	2.6%	**3.05**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.5%	66.7%	5.1%	5.1%	2.6%	**3.05**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	18.4%	68.4%	10.5%	0.0%	2.6%	**3.08**
Accountability						
20. The District values me as an employee.	2.6%	56.4%	20.5%	12.8%	7.7%	**2.53**
21. The school works with community partnerships to strengthen student learning.	25.6%	56.4%	12.8%	0.0%	5.1%	**3.14**
22. Families and the community feel welcomed and connected to the culture of the school.	12.8%	61.5%	23.1%	0.0%	2.6%	**2.89**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.2%	60.5%	23.7%	0.0%	2.6%	**2.89**
24. The administration provides me with the support I need to improve my professional practice.	31.6%	60.5%	2.6%	5.3%	0.0%	**3.18**
25. The Superintendent is leading the District in the right direction.	10.5%	50.0%	13.2%	7.9%	18.4%	**2.77**
26. The Board of Education is leading the District in the right direction.	7.7%	43.6%	10.3%	10.3%	28.2%	**2.68**
27. My school is heading in the right direction.	20.5%	66.7%	5.1%	5.1%	2.6%	**3.05**
28. I believe that my school's strategic plan will achieve its goals and objectives.	7.7%	61.5%	10.3%	0.0%	20.5%	**2.97**
29. I would place my child in this school.	10.5%	34.2%	18.4%	13.2%	23.7%	**2.55**
30. Overall, I am satisfied with my job at SFUSD.	23.1%	56.4%	10.3%	10.3%	0.0%	**2.92**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	56.8%	43.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.6%	0.0%	43.6%	2.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	2.6%	35.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	7.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	14.3%	10.7%	21.4%	53.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.5%	0.0%	7.4%	11.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Giannini MS Summary Report

Please treat these results with caution; there were too few respondents.

Total 1 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
2. The school provides access to resources that close the achievement gap.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
7. Students at this school perceive staff as supportive of their academic and social advancement.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
16. The school provides opportunities for students to participate in at least two community service projects per year.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
Accountability						
20. The District values me as an employee.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
21. The school works with community partnerships to strengthen student learning.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
22. Families and the community feel welcomed and connected to the culture of the school.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
24. The administration provides me with the support I need to improve my professional practice.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
25. The Superintendent is leading the District in the right direction.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
26. The Board of Education is leading the District in the right direction.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
27. My school is heading in the right direction.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
28. I believe that my school's strategic plan will achieve its goals and objectives.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
29. I would place my child in this school.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
30. Overall, I am satisfied with my job at SFUSD.	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	100.0%	0.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	100.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	0.0%	0.0%	100.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Hoover MS Summary Report

Total 45 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	16.3%	60.5%	7.0%	9.3%	7.0%	**2.90**
2. The school provides access to resources that close the achievement gap.	4.5%	61.4%	27.3%	4.5%	2.3%	**2.67**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	29.5%	52.3%	11.4%	2.3%	4.5%	**3.14**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	22.2%	66.7%	11.1%	0.0%	0.0%	**3.11**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	16.3%	53.5%	27.9%	2.3%	0.0%	**2.84**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	13.3%	64.4%	13.3%	0.0%	8.9%	**3.00**
7. Students at this school perceive staff as supportive of their academic and social advancement.	11.4%	75.0%	4.5%	2.3%	6.8%	**3.02**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	4.4%	42.2%	37.8%	13.3%	2.2%	**2.39**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.5%	54.5%	18.2%	4.5%	2.3%	**2.93**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.4%	40.9%	36.4%	9.1%	2.3%	**2.56**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	15.6%	55.6%	15.6%	8.9%	4.4%	**2.81**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	17.8%	64.4%	15.6%	0.0%	2.2%	**3.02**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	24.4%	40.0%	20.0%	11.1%	4.4%	**2.81**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	17.8%	40.0%	20.0%	8.9%	13.3%	**2.77**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	24.4%	55.6%	11.1%	0.0%	8.9%	**3.15**
16. The school provides opportunities for students to participate in at least two community service projects per year.	15.6%	40.0%	15.6%	2.2%	26.7%	**2.94**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	8.9%	80.0%	4.4%	0.0%	6.7%	**3.05**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	4.4%	57.8%	11.1%	8.9%	17.8%	**2.70**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	20.0%	55.6%	13.3%	0.0%	11.1%	**3.08**
Accountability						
20. The District values me as an employee.	6.8%	25.0%	31.8%	27.3%	9.1%	**2.13**
21. The school works with community partnerships to strengthen student learning.	13.3%	44.4%	28.9%	4.4%	8.9%	**2.73**
22. Families and the community feel welcomed and connected to the culture of the school.	4.7%	39.5%	25.6%	11.6%	18.6%	**2.46**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	6.7%	62.2%	17.8%	8.9%	4.4%	**2.70**
24. The administration provides me with the support I need to improve my professional practice.	22.2%	42.2%	8.9%	20.0%	6.7%	**2.71**
25. The Superintendent is leading the District in the right direction.	4.4%	20.0%	20.0%	17.8%	37.8%	**2.18**
26. The Board of Education is leading the District in the right direction.	4.4%	15.6%	15.6%	22.2%	42.2%	**2.04**
27. My school is heading in the right direction.	16.3%	51.2%	7.0%	16.3%	9.3%	**2.74**
28. I believe that my school's strategic plan will achieve its goals and objectives.	6.8%	38.6%	9.1%	13.6%	31.8%	**2.57**
29. I would place my child in this school.	17.8%	33.3%	15.6%	17.8%	15.6%	**2.61**
30. Overall, I am satisfied with my job at SFUSD.	13.3%	53.3%	22.2%	8.9%	2.2%	**2.73**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	59.0%	41.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.4%	4.4%	13.3%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	4.4%	2.2%	44.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	20.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	11.9%	21.4%	19.0%	47.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.8%	6.1%	12.1%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lick MS Summary Report

Total 43 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	10.0%	45.0%	30.0%	5.0%	10.0%	**2.67**
2. The school provides access to resources that close the achievement gap.	2.5%	70.0%	12.5%	10.0%	5.0%	**2.68**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	14.0%	72.1%	11.6%	2.3%	0.0%	**2.98**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	9.3%	58.1%	27.9%	4.7%	0.0%	**2.72**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	16.7%	52.4%	21.4%	4.8%	4.8%	**2.85**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	23.3%	60.5%	9.3%	0.0%	7.0%	**3.15**
7. Students at this school perceive staff as supportive of their academic and social advancement.	14.0%	65.1%	11.6%	2.3%	7.0%	**2.98**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	7.3%	51.2%	26.8%	12.2%	2.4%	**2.55**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	4.8%	61.9%	26.2%	4.8%	2.4%	**2.68**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	14.3%	33.3%	38.1%	14.3%	0.0%	**2.48**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	4.8%	71.4%	9.5%	4.8%	9.5%	**2.84**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	7.1%	54.8%	23.8%	7.1%	7.1%	**2.67**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	7.0%	30.2%	37.2%	9.3%	16.3%	**2.42**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	4.8%	52.4%	31.0%	4.8%	7.1%	**2.62**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	11.6%	34.9%	44.2%	4.7%	4.7%	**2.56**
16. The school provides opportunities for students to participate in at least two community service projects per year.	2.4%	12.2%	29.3%	26.8%	29.3%	**1.86**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.9%	52.4%	21.4%	4.8%	9.5%	**2.79**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.3%	69.0%	7.1%	4.8%	4.8%	**2.98**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	12.2%	58.5%	19.5%	0.0%	9.8%	**2.92**
Accountability						
20. The District values me as an employee.	0.0%	21.4%	42.9%	19.0%	16.7%	**2.03**
21. The school works with community partnerships to strengthen student learning.	9.3%	65.1%	16.3%	4.7%	4.7%	**2.83**
22. Families and the community feel welcomed and connected to the culture of the school.	2.4%	52.4%	31.0%	2.4%	11.9%	**2.62**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	2.4%	34.1%	36.6%	12.2%	14.6%	**2.31**
24. The administration provides me with the support I need to improve my professional practice.	5.0%	52.5%	27.5%	12.5%	2.5%	**2.51**
25. The Superintendent is leading the District in the right direction.	0.0%	25.6%	23.1%	7.7%	43.6%	**2.32**
26. The Board of Education is leading the District in the right direction.	0.0%	15.0%	27.5%	10.0%	47.5%	**2.10**
27. My school is heading in the right direction.	0.0%	52.4%	28.6%	4.8%	14.3%	**2.56**
28. I believe that my school's strategic plan will achieve its goals and objectives.	2.4%	28.6%	28.6%	7.1%	33.3%	**2.39**
29. I would place my child in this school.	4.9%	48.8%	26.8%	7.3%	12.2%	**2.58**
30. Overall, I am satisfied with my job at SFUSD.	7.5%	60.0%	15.0%	12.5%	5.0%	**2.66**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	65.9%	34.1%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.7%	18.6%	2.3%	2.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	4.7%	0.0%	0.0%	51.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	7.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	2.8%	13.9%	38.9%	44.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	90.6%	3.1%	6.3%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Marina MS Summary Report

Total 53 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	9.6%	61.5%	9.6%	5.8%	13.5%	**2.87**
2. The school provides access to resources that close the achievement gap.	22.0%	46.0%	18.0%	6.0%	8.0%	**2.91**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	21.2%	61.5%	7.7%	0.0%	9.6%	**3.15**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	18.9%	52.8%	18.9%	3.8%	5.7%	**2.92**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	13.7%	58.8%	17.6%	3.9%	5.9%	**2.88**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	18.9%	60.4%	11.3%	0.0%	9.4%	**3.08**
7. Students at this school perceive staff as supportive of their academic and social advancement.	11.3%	66.0%	11.3%	0.0%	11.3%	**3.00**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.7%	56.6%	22.6%	11.3%	3.8%	**2.59**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	7.5%	54.7%	22.6%	13.2%	1.9%	**2.58**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	15.1%	54.7%	18.9%	3.8%	7.5%	**2.88**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	22.6%	47.2%	17.0%	0.0%	13.2%	**3.07**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.8%	50.9%	7.5%	1.9%	18.9%	**3.12**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	15.7%	56.9%	13.7%	5.9%	7.8%	**2.89**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	11.5%	48.1%	28.8%	1.9%	9.6%	**2.77**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	36.5%	38.5%	15.4%	3.8%	5.8%	**3.14**
16. The school provides opportunities for students to participate in at least two community service projects per year.	23.1%	42.3%	11.5%	1.9%	21.2%	**3.10**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	13.2%	58.5%	20.8%	1.9%	5.7%	**2.88**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	11.3%	43.4%	18.9%	13.2%	13.2%	**2.61**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	18.9%	54.7%	13.2%	0.0%	13.2%	**3.07**
Accountability						
20. The District values me as an employee.	9.6%	34.6%	23.1%	15.4%	17.3%	**2.47**
21. The school works with community partnerships to strengthen student learning.	1.9%	51.9%	26.9%	3.8%	15.4%	**2.61**
22. Families and the community feel welcomed and connected to the culture of the school.	11.5%	42.3%	25.0%	3.8%	17.3%	**2.74**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	15.4%	48.1%	21.2%	0.0%	15.4%	**2.93**
24. The administration provides me with the support I need to improve my professional practice.	15.4%	53.8%	19.2%	7.7%	3.8%	**2.80**
25. The Superintendent is leading the District in the right direction.	7.5%	37.7%	17.0%	5.7%	32.1%	**2.69**
26. The Board of Education is leading the District in the right direction.	9.6%	23.1%	19.2%	9.6%	38.5%	**2.53**
27. My school is heading in the right direction.	18.9%	49.1%	18.9%	3.8%	9.4%	**2.92**
28. I believe that my school's strategic plan will achieve its goals and objectives.	13.2%	43.4%	15.1%	1.9%	26.4%	**2.92**
29. I would place my child in this school.	13.2%	20.8%	28.3%	22.6%	15.1%	**2.29**
30. Overall, I am satisfied with my job at SFUSD.	9.4%	66.0%	15.1%	7.5%	1.9%	**2.79**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	56.3%	43.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.8%	5.7%	18.9%	3.8%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	35.8%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	1.9%	0.0%	13.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.3%	13.3%	17.8%	55.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	78.9%	0.0%	7.9%	13.2%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Presidio MS Summary Report

Total 54 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	24.1%	64.8%	3.7%	0.0%	7.4%	**3.22**
2. The school provides access to resources that close the achievement gap.	14.8%	70.4%	5.6%	7.4%	1.9%	**2.94**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	38.9%	61.1%	0.0%	0.0%	0.0%	**3.39**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	29.6%	53.7%	11.1%	3.7%	1.9%	**3.11**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	27.8%	51.9%	16.7%	1.9%	1.9%	**3.08**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	18.5%	68.5%	1.9%	1.9%	9.3%	**3.14**
7. Students at this school perceive staff as supportive of their academic and social advancement.	24.5%	73.6%	1.9%	0.0%	0.0%	**3.23**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	22.2%	25.9%	38.9%	13.0%	0.0%	**2.57**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	38.9%	50.0%	5.6%	0.0%	5.6%	**3.35**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	25.9%	68.5%	1.9%	1.9%	1.9%	**3.21**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	29.6%	61.1%	5.6%	1.9%	1.9%	**3.21**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	29.6%	61.1%	5.6%	0.0%	3.7%	**3.25**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	11.1%	38.9%	27.8%	13.0%	9.3%	**2.53**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	26.9%	63.5%	9.6%	0.0%	0.0%	**3.17**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	50.9%	39.6%	9.4%	0.0%	0.0%	**3.42**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.4%	27.8%	38.9%	7.4%	18.5%	**2.43**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.7%	46.3%	24.1%	13.0%	0.0%	**2.67**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	27.8%	48.1%	9.3%	7.4%	7.4%	**3.04**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	30.8%	63.5%	5.8%	0.0%	0.0%	**3.25**
Accountability						
20. The District values me as an employee.	0.0%	30.2%	34.0%	28.3%	7.5%	**2.02**
21. The school works with community partnerships to strengthen student learning.	13.2%	58.5%	15.1%	3.8%	9.4%	**2.90**
22. Families and the community feel welcomed and connected to the culture of the school.	26.4%	62.3%	1.9%	5.7%	3.8%	**3.14**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	27.8%	63.0%	3.7%	5.6%	0.0%	**3.13**
24. The administration provides me with the support I need to improve my professional practice.	41.5%	34.0%	22.6%	1.9%	0.0%	**3.15**
25. The Superintendent is leading the District in the right direction.	0.0%	33.3%	40.7%	13.0%	13.0%	**2.23**
26. The Board of Education is leading the District in the right direction.	0.0%	17.0%	50.9%	18.9%	13.2%	**1.98**
27. My school is heading in the right direction.	18.9%	64.2%	7.5%	1.9%	7.5%	**3.08**
28. I believe that my school's strategic plan will achieve its goals and objectives.	20.4%	61.1%	3.7%	1.9%	13.0%	**3.15**
29. I would place my child in this school.	37.0%	48.1%	3.7%	1.9%	9.3%	**3.33**
30. Overall, I am satisfied with my job at SFUSD.	13.2%	67.9%	11.3%	3.8%	3.8%	**2.94**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	62.7%	37.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	1.9%	1.9%	11.1%	9.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.9%	5.6%	0.0%	42.6%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	3.7%	0.0%	22.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	4.5%	6.8%	29.5%	59.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	87.9%	3.0%	3.0%	6.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Roosevelt MS Summary Report

Total 40 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	10.3%	71.8%	7.7%	0.0%	10.3%	**3.03**
2. The school provides access to resources that close the achievement gap.	10.3%	66.7%	7.7%	5.1%	10.3%	**2.91**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	39.5%	50.0%	2.6%	0.0%	7.9%	**3.40**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	23.1%	53.8%	12.8%	5.1%	5.1%	**3.00**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	12.8%	74.4%	10.3%	0.0%	2.6%	**3.03**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	23.1%	66.7%	0.0%	0.0%	10.3%	**3.26**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.9%	69.2%	0.0%	0.0%	12.8%	**3.21**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.5%	41.0%	33.3%	2.6%	2.6%	**2.82**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	38.5%	48.7%	7.7%	2.6%	2.6%	**3.26**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	15.4%	66.7%	12.8%	0.0%	5.1%	**3.03**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	12.8%	69.2%	10.3%	0.0%	7.7%	**3.03**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	17.9%	69.2%	7.7%	2.6%	2.6%	**3.05**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	8.1%	51.4%	21.6%	8.1%	10.8%	**2.67**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	15.4%	66.7%	15.4%	0.0%	2.6%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	32.5%	52.5%	12.5%	0.0%	2.5%	**3.21**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.7%	38.5%	25.6%	5.1%	23.1%	**2.63**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	10.0%	80.0%	5.0%	0.0%	5.0%	**3.05**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	13.2%	68.4%	7.9%	2.6%	7.9%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	25.6%	66.7%	5.1%	0.0%	2.6%	**3.21**
Accountability						
20. The District values me as an employee.	2.5%	47.5%	20.0%	12.5%	17.5%	**2.48**
21. The school works with community partnerships to strengthen student learning.	15.4%	64.1%	7.7%	0.0%	12.8%	**3.09**
22. Families and the community feel welcomed and connected to the culture of the school.	17.5%	77.5%	5.0%	0.0%	0.0%	**3.13**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	17.9%	74.4%	5.1%	0.0%	2.6%	**3.13**
24. The administration provides me with the support I need to improve my professional practice.	10.3%	66.7%	12.8%	5.1%	5.1%	**2.86**
25. The Superintendent is leading the District in the right direction.	7.7%	46.2%	23.1%	7.7%	15.4%	**2.64**
26. The Board of Education is leading the District in the right direction.	5.3%	26.3%	28.9%	7.9%	31.6%	**2.42**
27. My school is heading in the right direction.	12.5%	60.0%	15.0%	5.0%	7.5%	**2.86**
28. I believe that my school's strategic plan will achieve its goals and objectives.	10.3%	56.4%	7.7%	0.0%	25.6%	**3.03**
29. I would place my child in this school.	20.5%	56.4%	12.8%	2.6%	7.7%	**3.03**
30. Overall, I am satisfied with my job at SFUSD.	20.0%	62.5%	15.0%	0.0%	2.5%	**3.05**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	51.4%	48.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.5%	12.5%	17.5%	7.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	35.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.5%	0.0%	0.0%	10.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	14.8%	18.5%	22.2%	44.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	52.2%	4.3%	8.7%	34.8%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Vis Valley MS Summary Report

Total 35 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	30.3%	63.6%	3.0%	0.0%	3.0%	**3.28**
2. The school provides access to resources that close the achievement gap.	28.6%	62.9%	8.6%	0.0%	0.0%	**3.20**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	45.7%	51.4%	2.9%	0.0%	0.0%	**3.43**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	34.3%	60.0%	5.7%	0.0%	0.0%	**3.29**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	41.2%	52.9%	5.9%	0.0%	0.0%	**3.35**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	54.3%	45.7%	0.0%	0.0%	0.0%	**3.54**
7. Students at this school perceive staff as supportive of their academic and social advancement.	42.9%	51.4%	2.9%	0.0%	2.9%	**3.41**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.0%	48.6%	14.3%	14.3%	2.9%	**2.76**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	22.9%	51.4%	22.9%	2.9%	0.0%	**2.94**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	28.6%	68.6%	2.9%	0.0%	0.0%	**3.26**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	29.4%	58.8%	5.9%	0.0%	5.9%	**3.25**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	23.5%	58.8%	11.8%	0.0%	5.9%	**3.13**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.7%	65.7%	5.7%	0.0%	2.9%	**3.21**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
16. The school provides opportunities for students to participate in at least two community service projects per year.	40.0%	34.3%	2.9%	8.6%	14.3%	**3.23**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	28.6%	68.6%	2.9%	0.0%	0.0%	**3.26**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.7%	42.9%	22.9%	0.0%	8.6%	**3.03**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	26.5%	61.8%	8.8%	0.0%	2.9%	**3.18**
Accountability						
20. The District values me as an employee.	6.1%	66.7%	18.2%	3.0%	6.1%	**2.81**
21. The school works with community partnerships to strengthen student learning.	45.7%	54.3%	0.0%	0.0%	0.0%	**3.46**
22. Families and the community feel welcomed and connected to the culture of the school.	32.4%	58.8%	2.9%	0.0%	5.9%	**3.31**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	36.4%	48.5%	9.1%	0.0%	6.1%	**3.29**
24. The administration provides me with the support I need to improve my professional practice.	51.4%	40.0%	2.9%	2.9%	2.9%	**3.44**
25. The Superintendent is leading the District in the right direction.	5.9%	47.1%	11.8%	5.9%	29.4%	**2.75**
26. The Board of Education is leading the District in the right direction.	9.4%	43.8%	6.3%	9.4%	31.3%	**2.77**
27. My school is heading in the right direction.	31.4%	51.4%	5.7%	5.7%	5.7%	**3.15**
28. I believe that my school's strategic plan will achieve its goals and objectives.	20.6%	55.9%	5.9%	2.9%	14.7%	**3.10**
29. I would place my child in this school.	17.6%	38.2%	20.6%	5.9%	17.6%	**2.82**
30. Overall, I am satisfied with my job at SFUSD.	31.4%	60.0%	2.9%	2.9%	2.9%	**3.24**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	60.6%	39.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	14.3%	14.3%	11.4%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	2.9%	0.0%	31.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	2.9%	5.7%	11.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	28.1%	25.0%	9.4%	37.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.8%	0.0%	3.4%	13.8%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Acdy Arts & Science HS Summary Report

Total 12 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	8.3%	25.0%	16.7%	25.0%	25.0%	**2.22**
2. The school provides access to resources that close the achievement gap.	0.0%	33.3%	50.0%	16.7%	0.0%	**2.17**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	33.3%	50.0%	8.3%	8.3%	0.0%	**3.08**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	16.7%	41.7%	25.0%	8.3%	8.3%	**2.73**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	16.7%	58.3%	8.3%	8.3%	8.3%	**2.91**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	25.0%	66.7%	8.3%	0.0%	0.0%	**3.17**
7. Students at this school perceive staff as supportive of their academic and social advancement.	8.3%	75.0%	8.3%	0.0%	8.3%	**3.00**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	8.3%	16.7%	50.0%	25.0%	0.0%	**2.08**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	8.3%	75.0%	16.7%	0.0%	0.0%	**2.92**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	0.0%	50.0%	33.3%	16.7%	0.0%	**2.33**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	8.3%	66.7%	25.0%	0.0%	0.0%	**2.83**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	0.0%	75.0%	16.7%	0.0%	8.3%	**2.82**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	33.3%	25.0%	16.7%	25.0%	**2.22**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	25.0%	50.0%	16.7%	8.3%	**2.09**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	0.0%	50.0%	33.3%	16.7%	0.0%	**2.33**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	0.0%	25.0%	41.7%	33.3%	**1.38**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.7%	41.7%	25.0%	16.7%	0.0%	**2.58**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	16.7%	25.0%	50.0%	8.3%	**1.64**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.7%	58.3%	16.7%	0.0%	8.3%	**3.00**
Accountability						
20. The District values me as an employee.	0.0%	33.3%	16.7%	16.7%	33.3%	**2.25**
21. The school works with community partnerships to strengthen student learning.	8.3%	41.7%	16.7%	16.7%	16.7%	**2.50**
22. Families and the community feel welcomed and connected to the culture of the school.	0.0%	50.0%	25.0%	8.3%	16.7%	**2.50**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	16.7%	33.3%	25.0%	16.7%	8.3%	**2.55**
24. The administration provides me with the support I need to improve my professional practice.	8.3%	25.0%	41.7%	16.7%	8.3%	**2.27**
25. The Superintendent is leading the District in the right direction.	0.0%	16.7%	33.3%	8.3%	41.7%	**2.14**
26. The Board of Education is leading the District in the right direction.	0.0%	0.0%	41.7%	25.0%	33.3%	**1.63**
27. My school is heading in the right direction.	0.0%	50.0%	16.7%	8.3%	25.0%	**2.56**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	41.7%	8.3%	16.7%	33.3%	**2.38**
29. I would place my child in this school.	0.0%	25.0%	41.7%	16.7%	16.7%	**2.10**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	66.7%	25.0%	0.0%	8.3%	**2.73**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	45.5%	54.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	8.3%	0.0%	8.3%	16.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	50.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	16.7%	8.3%	0.0%	8.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	18.2%	0.0%	27.3%	54.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	100.0%	0.0%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Asawa SF HS of the Arts Summary Report

Total 35 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	14.7%	64.7%	11.8%	0.0%	8.8%	**3.03**
2. The school provides access to resources that close the achievement gap.	5.7%	48.6%	34.3%	5.7%	5.7%	**2.58**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	25.7%	71.4%	0.0%	0.0%	2.9%	**3.26**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	14.3%	62.9%	17.1%	2.9%	2.9%	**2.91**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	26.5%	44.1%	14.7%	0.0%	14.7%	**3.14**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	48.6%	48.6%	0.0%	0.0%	2.9%	**3.50**
7. Students at this school perceive staff as supportive of their academic and social advancement.	25.7%	62.9%	5.7%	0.0%	5.7%	**3.21**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.7%	42.9%	22.9%	20.0%	8.6%	**2.38**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.0%	65.7%	8.6%	5.7%	0.0%	**3.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	5.7%	68.6%	22.9%	0.0%	2.9%	**2.82**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	5.7%	74.3%	8.6%	0.0%	11.4%	**2.97**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	14.3%	71.4%	8.6%	0.0%	5.7%	**3.06**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	8.6%	40.0%	37.1%	11.4%	2.9%	**2.47**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	14.3%	54.3%	20.0%	2.9%	8.6%	**2.88**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	22.9%	45.7%	20.0%	11.4%	0.0%	**2.80**
16. The school provides opportunities for students to participate in at least two community service projects per year.	8.6%	22.9%	22.9%	11.4%	34.3%	**2.43**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	5.7%	74.3%	17.1%	0.0%	2.9%	**2.88**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	17.1%	48.6%	20.0%	8.6%	5.7%	**2.79**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	22.9%	54.3%	8.6%	2.9%	11.4%	**3.10**
Accountability						
20. The District values me as an employee.	0.0%	25.7%	31.4%	28.6%	14.3%	**1.97**
21. The school works with community partnerships to strengthen student learning.	17.1%	57.1%	14.3%	2.9%	8.6%	**2.97**
22. Families and the community feel welcomed and connected to the culture of the school.	25.7%	60.0%	8.6%	0.0%	5.7%	**3.18**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	20.0%	62.9%	14.3%	0.0%	2.9%	**3.06**
24. The administration provides me with the support I need to improve my professional practice.	22.9%	57.1%	20.0%	0.0%	0.0%	**3.03**
25. The Superintendent is leading the District in the right direction.	2.9%	28.6%	17.1%	14.3%	37.1%	**2.32**
26. The Board of Education is leading the District in the right direction.	2.9%	20.0%	22.9%	17.1%	37.1%	**2.14**
27. My school is heading in the right direction.	8.6%	60.0%	22.9%	0.0%	8.6%	**2.84**
28. I believe that my school's strategic plan will achieve its goals and objectives.	8.6%	57.1%	17.1%	0.0%	17.1%	**2.90**
29. I would place my child in this school.	22.9%	48.6%	5.7%	8.6%	14.3%	**3.00**
30. Overall, I am satisfied with my job at SFUSD.	17.1%	60.0%	11.4%	5.7%	5.7%	**2.94**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	60.6%	39.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	17.1%	0.0%	2.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	2.9%	42.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	2.9%	0.0%	28.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	2.9%	17.6%	23.5%	55.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	88.0%	4.0%	8.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Balboa HS Summary Report

Total 62 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	11.7%	73.3%	6.7%	1.7%	6.7%	**3.02**
2. The school provides access to resources that close the achievement gap.	1.6%	67.7%	21.0%	8.1%	1.6%	**2.64**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	23.0%	65.6%	4.9%	1.6%	4.9%	**3.16**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	38.7%	56.5%	3.2%	1.6%	0.0%	**3.32**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	16.1%	67.7%	11.3%	0.0%	4.8%	**3.05**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.1%	49.2%	1.6%	1.6%	11.5%	**3.35**
7. Students at this school perceive staff as supportive of their academic and social advancement.	18.0%	68.9%	6.6%	1.6%	4.9%	**3.09**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	4.9%	50.8%	24.6%	13.1%	6.6%	**2.51**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	25.8%	66.1%	4.8%	1.6%	1.6%	**3.18**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	14.5%	61.3%	24.2%	0.0%	0.0%	**2.90**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	6.5%	71.0%	17.7%	0.0%	4.8%	**2.88**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	11.5%	70.5%	8.2%	3.3%	6.6%	**2.96**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	8.1%	62.9%	21.0%	1.6%	6.5%	**2.83**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	16.7%	51.7%	26.7%	1.7%	3.3%	**2.86**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	31.1%	59.0%	6.6%	3.3%	0.0%	**3.18**
16. The school provides opportunities for students to participate in at least two community service projects per year.	48.3%	45.0%	5.0%	0.0%	1.7%	**3.44**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	12.9%	72.6%	11.3%	0.0%	3.2%	**3.02**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	9.7%	64.5%	11.3%	1.6%	12.9%	**2.94**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	24.6%	60.7%	6.6%	3.3%	4.9%	**3.12**
Accountability						
20. The District values me as an employee.	1.6%	26.2%	50.8%	11.5%	9.8%	**2.20**
21. The school works with community partnerships to strengthen student learning.	16.4%	60.7%	9.8%	3.3%	9.8%	**3.00**
22. Families and the community feel welcomed and connected to the culture of the school.	9.8%	62.3%	13.1%	1.6%	13.1%	**2.92**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	8.2%	57.4%	21.3%	4.9%	8.2%	**2.75**
24. The administration provides me with the support I need to improve my professional practice.	3.3%	45.0%	40.0%	8.3%	3.3%	**2.45**
25. The Superintendent is leading the District in the right direction.	1.6%	34.4%	26.2%	4.9%	32.8%	**2.49**
26. The Board of Education is leading the District in the right direction.	1.6%	19.7%	27.9%	9.8%	41.0%	**2.22**
27. My school is heading in the right direction.	13.1%	54.1%	26.2%	0.0%	6.6%	**2.86**
28. I believe that my school's strategic plan will achieve its goals and objectives.	3.3%	62.3%	16.4%	1.6%	16.4%	**2.80**
29. I would place my child in this school.	11.7%	38.3%	23.3%	8.3%	18.3%	**2.65**
30. Overall, I am satisfied with my job at SFUSD.	6.6%	70.5%	14.8%	0.0%	8.2%	**2.91**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	52.5%	47.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.2%	9.7%	6.5%	3.2%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	33.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	8.1%	0.0%	21.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	5.3%	19.3%	24.6%	50.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	88.4%	2.3%	9.3%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Burton HS Summary Report

Total 52 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	26.9%	61.5%	5.8%	1.9%	3.8%	**3.18**
2. The school provides access to resources that close the achievement gap.	19.6%	54.9%	13.7%	11.8%	0.0%	**2.82**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	23.5%	72.5%	2.0%	0.0%	2.0%	**3.22**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	48.1%	51.9%	0.0%	0.0%	0.0%	**3.48**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	17.6%	56.9%	11.8%	7.8%	5.9%	**2.90**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	31.4%	47.1%	15.7%	0.0%	5.9%	**3.17**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.3%	71.2%	5.8%	3.8%	1.9%	**3.04**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	3.8%	34.6%	30.8%	28.8%	1.9%	**2.14**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	31.4%	60.8%	7.8%	0.0%	0.0%	**3.24**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.5%	63.5%	15.4%	9.6%	0.0%	**2.77**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	13.7%	74.5%	5.9%	0.0%	5.9%	**3.08**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	9.6%	65.4%	11.5%	0.0%	13.5%	**2.98**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	11.5%	40.4%	25.0%	17.3%	5.8%	**2.49**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	11.8%	54.9%	25.5%	3.9%	3.9%	**2.78**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	38.5%	38.5%	19.2%	1.9%	1.9%	**3.16**
16. The school provides opportunities for students to participate in at least two community service projects per year.	19.2%	17.3%	25.0%	13.5%	25.0%	**2.56**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.8%	70.6%	13.7%	2.0%	2.0%	**2.94**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.0%	48.1%	5.8%	7.7%	13.5%	**3.04**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	15.4%	65.4%	13.5%	0.0%	5.8%	**3.02**
Accountability						
20. The District values me as an employee.	2.0%	34.0%	30.0%	26.0%	8.0%	**2.13**
21. The school works with community partnerships to strengthen student learning.	37.3%	47.1%	11.8%	0.0%	3.9%	**3.27**
22. Families and the community feel welcomed and connected to the culture of the school.	21.2%	36.5%	32.7%	3.8%	5.8%	**2.80**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	11.5%	42.3%	30.8%	5.8%	9.6%	**2.66**
24. The administration provides me with the support I need to improve my professional practice.	13.7%	43.1%	29.4%	11.8%	2.0%	**2.60**
25. The Superintendent is leading the District in the right direction.	3.9%	35.3%	17.6%	17.6%	25.5%	**2.34**
26. The Board of Education is leading the District in the right direction.	6.0%	22.0%	22.0%	22.0%	28.0%	**2.17**
27. My school is heading in the right direction.	29.4%	45.1%	11.8%	3.9%	9.8%	**3.11**
28. I believe that my school's strategic plan will achieve its goals and objectives.	23.5%	43.1%	13.7%	3.9%	15.7%	**3.02**
29. I would place my child in this school.	17.6%	25.5%	31.4%	15.7%	9.8%	**2.50**
30. Overall, I am satisfied with my job at SFUSD.	19.2%	61.5%	7.7%	5.8%	5.8%	**3.00**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	55.1%	44.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.7%	9.6%	5.8%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	46.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	1.9%	0.0%	13.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	10.9%	15.2%	26.1%	47.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	97.8%	0.0%	2.2%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Downtown HS Summary Report

Total 15 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	64.3%	35.7%	0.0%	0.0%	0.0%	**3.64**
2. The school provides access to resources that close the achievement gap.	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	92.9%	7.1%	0.0%	0.0%	0.0%	**3.93**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	66.7%	26.7%	0.0%	0.0%	6.7%	**3.71**
7. Students at this school perceive staff as supportive of their academic and social advancement.	42.9%	50.0%	0.0%	0.0%	7.1%	**3.46**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	20.0%	46.7%	33.3%	0.0%	0.0%	**2.87**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	57.1%	35.7%	0.0%	0.0%	7.1%	**3.62**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	33.3%	60.0%	6.7%	0.0%	0.0%	**3.27**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	20.0%	46.7%	13.3%	6.7%	13.3%	**2.92**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	46.7%	40.0%	0.0%	0.0%	13.3%	**3.54**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	50.0%	35.7%	7.1%	0.0%	7.1%	**3.46**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	35.7%	42.9%	7.1%	0.0%	14.3%	**3.33**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	46.7%	46.7%	6.7%	0.0%	0.0%	**3.40**
16. The school provides opportunities for students to participate in at least two community service projects per year.	6.7%	40.0%	13.3%	6.7%	33.3%	**2.70**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	6.7%	40.0%	40.0%	0.0%	13.3%	**2.62**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	35.7%	57.1%	7.1%	0.0%	0.0%	**3.29**
Accountability						
20. The District values me as an employee.	14.3%	35.7%	14.3%	21.4%	14.3%	**2.50**
21. The school works with community partnerships to strengthen student learning.	66.7%	26.7%	6.7%	0.0%	0.0%	**3.60**
22. Families and the community feel welcomed and connected to the culture of the school.	20.0%	80.0%	0.0%	0.0%	0.0%	**3.20**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.3%	66.7%	20.0%	0.0%	0.0%	**2.93**
24. The administration provides me with the support I need to improve my professional practice.	6.7%	86.7%	0.0%	0.0%	6.7%	**3.07**
25. The Superintendent is leading the District in the right direction.	0.0%	13.3%	6.7%	13.3%	66.7%	**2.00**
26. The Board of Education is leading the District in the right direction.	0.0%	7.1%	7.1%	7.1%	78.6%	**2.00**
27. My school is heading in the right direction.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
28. I believe that my school's strategic plan will achieve its goals and objectives.	20.0%	46.7%	0.0%	0.0%	33.3%	**3.30**
29. I would place my child in this school.	28.6%	14.3%	7.1%	0.0%	50.0%	**3.43**
30. Overall, I am satisfied with my job at SFUSD.	20.0%	73.3%	6.7%	0.0%	0.0%	**3.13**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	46.7%	53.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	13.3%	33.3%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	6.7%	6.7%	46.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	6.7%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	36.4%	18.2%	9.1%	36.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	73.3%	6.7%	6.7%	13.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Galileo HS Summary Report

Total 87 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	15.5%	67.9%	11.9%	0.0%	4.8%	**3.04**
2. The school provides access to resources that close the achievement gap.	17.5%	58.8%	17.5%	2.5%	3.8%	**2.95**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	43.0%	52.3%	4.7%	0.0%	0.0%	**3.38**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	33.7%	60.5%	4.7%	0.0%	1.2%	**3.29**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	24.7%	65.9%	3.5%	2.4%	3.5%	**3.17**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	41.2%	49.4%	2.4%	0.0%	7.1%	**3.42**
7. Students at this school perceive staff as supportive of their academic and social advancement.	24.4%	69.8%	2.3%	0.0%	3.5%	**3.23**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	21.2%	60.0%	15.3%	3.5%	0.0%	**2.99**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	27.1%	64.7%	5.9%	1.2%	1.2%	**3.19**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	11.5%	66.7%	19.5%	0.0%	2.3%	**2.92**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	19.5%	71.3%	4.6%	0.0%	4.6%	**3.16**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	32.2%	57.5%	5.7%	0.0%	4.6%	**3.28**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	9.3%	41.9%	29.1%	3.5%	16.3%	**2.68**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	19.8%	60.5%	12.8%	1.2%	5.8%	**3.05**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	44.8%	49.4%	4.6%	1.1%	0.0%	**3.38**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.3%	31.4%	18.6%	5.8%	27.9%	**2.81**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	31.0%	66.7%	2.3%	0.0%	0.0%	**3.29**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	17.6%	41.2%	9.4%	12.9%	18.8%	**2.78**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	46.5%	46.5%	3.5%	0.0%	3.5%	**3.45**
Accountability						
20. The District values me as an employee.	2.4%	21.4%	33.3%	34.5%	8.3%	**1.91**
21. The school works with community partnerships to strengthen student learning.	18.4%	62.1%	11.5%	2.3%	5.7%	**3.02**
22. Families and the community feel welcomed and connected to the culture of the school.	8.1%	57.0%	17.4%	3.5%	14.0%	**2.81**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	6.9%	56.3%	20.7%	1.1%	14.9%	**2.81**
24. The administration provides me with the support I need to improve my professional practice.	6.9%	56.3%	23.0%	10.3%	3.4%	**2.62**
25. The Superintendent is leading the District in the right direction.	0.0%	9.3%	30.2%	44.2%	16.3%	**1.58**
26. The Board of Education is leading the District in the right direction.	0.0%	10.6%	25.9%	49.4%	14.1%	**1.55**
27. My school is heading in the right direction.	7.0%	60.5%	15.1%	11.6%	5.8%	**2.67**
28. I believe that my school's strategic plan will achieve its goals and objectives.	7.1%	54.1%	12.9%	9.4%	16.5%	**2.70**
29. I would place my child in this school.	12.9%	51.8%	14.1%	4.7%	16.5%	**2.87**
30. Overall, I am satisfied with my job at SFUSD.	12.8%	61.6%	12.8%	7.0%	5.8%	**2.85**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	55.1%	44.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.3%	5.7%	21.8%	1.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	3.4%	1.1%	1.1%	35.6%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.6%	0.0%	18.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	9.9%	8.6%	21.0%	60.5%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	89.6%	4.5%	6.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Independence HS Summary Report

Total 20 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	5.3%	84.2%	0.0%	5.3%	5.3%	**2.94**
2. The school provides access to resources that close the achievement gap.	5.0%	90.0%	5.0%	0.0%	0.0%	**3.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	45.0%	55.0%	0.0%	0.0%	0.0%	**3.45**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	15.8%	73.7%	5.3%	5.3%	0.0%	**3.00**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.8%	57.9%	0.0%	0.0%	5.3%	**3.39**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
7. Students at this school perceive staff as supportive of their academic and social advancement.	65.0%	35.0%	0.0%	0.0%	0.0%	**3.65**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	15.0%	65.0%	15.0%	5.0%	0.0%	**2.90**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	60.0%	40.0%	0.0%	0.0%	0.0%	**3.60**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	31.6%	63.2%	5.3%	0.0%	0.0%	**3.26**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	61.1%	0.0%	0.0%	5.6%	**3.35**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	21.1%	42.1%	26.3%	0.0%	10.5%	**2.94**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	16.7%	50.0%	22.2%	0.0%	11.1%	**2.94**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	21.1%	57.9%	10.5%	0.0%	10.5%	**3.12**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	10.5%	36.8%	36.8%	5.3%	10.5%	**2.59**
16. The school provides opportunities for students to participate in at least two community service projects per year.	5.3%	63.2%	10.5%	5.3%	15.8%	**2.81**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.1%	57.9%	10.5%	0.0%	10.5%	**3.12**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	10.5%	42.1%	26.3%	5.3%	15.8%	**2.69**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	35.0%	50.0%	10.0%	0.0%	5.0%	**3.26**
Accountability						
20. The District values me as an employee.	10.5%	31.6%	36.8%	10.5%	10.5%	**2.47**
21. The school works with community partnerships to strengthen student learning.	15.8%	68.4%	10.5%	0.0%	5.3%	**3.06**
22. Families and the community feel welcomed and connected to the culture of the school.	30.0%	70.0%	0.0%	0.0%	0.0%	**3.30**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	21.1%	57.9%	21.1%	0.0%	0.0%	**3.00**
24. The administration provides me with the support I need to improve my professional practice.	27.8%	55.6%	16.7%	0.0%	0.0%	**3.11**
25. The Superintendent is leading the District in the right direction.	10.0%	25.0%	15.0%	15.0%	35.0%	**2.46**
26. The Board of Education is leading the District in the right direction.	10.5%	21.1%	10.5%	15.8%	42.1%	**2.45**
27. My school is heading in the right direction.	25.0%	70.0%	0.0%	0.0%	5.0%	**3.26**
28. I believe that my school's strategic plan will achieve its goals and objectives.	26.3%	57.9%	0.0%	5.3%	10.5%	**3.18**
29. I would place my child in this school.	26.3%	52.6%	5.3%	5.3%	10.5%	**3.12**
30. Overall, I am satisfied with my job at SFUSD.	45.0%	45.0%	0.0%	5.0%	5.0%	**3.37**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	66.7%	33.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	10.0%	20.0%	10.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	25.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	20.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	6.7%	13.3%	80.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	66.7%	8.3%	8.3%	16.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Intl Studies Academy HS Summary Report

Total 38 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	13.5%	59.5%	10.8%	8.1%	8.1%	**2.85**
2. The school provides access to resources that close the achievement gap.	13.5%	62.2%	21.6%	2.7%	0.0%	**2.86**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	23.7%	68.4%	5.3%	2.6%	0.0%	**3.13**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	13.2%	50.0%	36.8%	0.0%	0.0%	**2.76**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	8.1%	70.3%	13.5%	2.7%	5.4%	**2.89**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	44.7%	39.5%	7.9%	2.6%	5.3%	**3.33**
7. Students at this school perceive staff as supportive of their academic and social advancement.	18.4%	68.4%	5.3%	0.0%	7.9%	**3.14**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	18.9%	45.9%	18.9%	13.5%	2.7%	**2.72**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	10.5%	55.3%	21.1%	7.9%	5.3%	**2.72**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	15.8%	28.9%	36.8%	10.5%	7.9%	**2.54**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	13.5%	64.9%	16.2%	0.0%	5.4%	**2.97**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	15.8%	50.0%	23.7%	0.0%	10.5%	**2.91**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	7.9%	36.8%	31.6%	10.5%	13.2%	**2.48**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	10.5%	36.8%	36.8%	5.3%	10.5%	**2.59**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	31.6%	57.9%	5.3%	2.6%	2.6%	**3.22**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.9%	39.5%	21.1%	2.6%	28.9%	**2.74**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.2%	64.9%	10.8%	5.4%	2.7%	**2.94**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	10.5%	57.9%	13.2%	5.3%	13.2%	**2.85**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	21.1%	57.9%	5.3%	2.6%	13.2%	**3.12**
Accountability						
20. The District values me as an employee.	5.3%	21.1%	28.9%	26.3%	18.4%	**2.06**
21. The school works with community partnerships to strengthen student learning.	16.7%	41.7%	22.2%	8.3%	11.1%	**2.75**
22. Families and the community feel welcomed and connected to the culture of the school.	8.1%	24.3%	43.2%	8.1%	16.2%	**2.39**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	7.9%	31.6%	34.2%	13.2%	13.2%	**2.39**
24. The administration provides me with the support I need to improve my professional practice.	5.6%	38.9%	22.2%	25.0%	8.3%	**2.27**
25. The Superintendent is leading the District in the right direction.	0.0%	19.4%	13.9%	27.8%	38.9%	**1.86**
26. The Board of Education is leading the District in the right direction.	0.0%	10.8%	13.5%	21.6%	54.1%	**1.76**
27. My school is heading in the right direction.	7.9%	18.4%	10.5%	26.3%	36.8%	**2.13**
28. I believe that my school's strategic plan will achieve its goals and objectives.	2.6%	28.9%	13.2%	18.4%	36.8%	**2.25**
29. I would place my child in this school.	2.6%	13.2%	23.7%	39.5%	21.1%	**1.73**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	52.6%	26.3%	13.2%	7.9%	**2.43**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	62.9%	37.1%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.9%	15.8%	2.6%	7.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	42.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.6%	2.6%	0.0%	15.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	12.1%	30.3%	39.4%	18.2%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	69.6%	13.0%	8.7%	8.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lincoln HS Summary Report

Total 96 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	31.3%	62.5%	3.1%	1.0%	2.1%	**3.27**
2. The school provides access to resources that close the achievement gap.	18.9%	70.5%	9.5%	0.0%	1.1%	**3.10**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	24.0%	71.9%	1.0%	1.0%	2.1%	**3.21**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	19.8%	70.8%	7.3%	1.0%	1.0%	**3.11**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	22.9%	69.8%	2.1%	1.0%	4.2%	**3.20**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	29.5%	64.2%	3.2%	0.0%	3.2%	**3.27**
7. Students at this school perceive staff as supportive of their academic and social advancement.	9.4%	84.4%	4.2%	0.0%	2.1%	**3.05**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	12.8%	48.9%	29.8%	7.4%	1.1%	**2.68**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	28.1%	64.6%	3.1%	1.0%	3.1%	**3.24**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	22.9%	60.4%	13.5%	0.0%	3.1%	**3.10**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	13.7%	72.6%	6.3%	0.0%	7.4%	**3.08**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	14.6%	71.9%	5.2%	0.0%	8.3%	**3.10**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	18.9%	66.3%	10.5%	0.0%	4.2%	**3.09**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	10.8%	59.1%	25.8%	0.0%	4.3%	**2.84**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	51.0%	12.5%	0.0%	3.1%	**3.22**
16. The school provides opportunities for students to participate in at least two community service projects per year.	18.1%	42.6%	11.7%	1.1%	26.6%	**3.06**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	13.7%	65.3%	14.7%	1.1%	5.3%	**2.97**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.9%	47.3%	19.8%	2.2%	9.9%	**2.96**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	20.0%	65.3%	12.6%	0.0%	2.1%	**3.08**
Accountability						
20. The District values me as an employee.	5.3%	31.9%	30.9%	18.1%	13.8%	**2.28**
21. The school works with community partnerships to strengthen student learning.	14.7%	64.2%	9.5%	1.1%	10.5%	**3.04**
22. Families and the community feel welcomed and connected to the culture of the school.	12.0%	58.7%	14.1%	1.1%	14.1%	**2.95**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	9.6%	67.0%	16.0%	2.1%	5.3%	**2.89**
24. The administration provides me with the support I need to improve my professional practice.	28.1%	53.1%	13.5%	4.2%	1.0%	**3.06**
25. The Superintendent is leading the District in the right direction.	4.3%	12.0%	29.3%	20.7%	33.7%	**2.00**
26. The Board of Education is leading the District in the right direction.	2.1%	11.7%	29.8%	24.5%	31.9%	**1.88**
27. My school is heading in the right direction.	20.0%	61.1%	9.5%	4.2%	5.3%	**3.02**
28. I believe that my school's strategic plan will achieve its goals and objectives.	9.5%	72.6%	6.3%	1.1%	10.5%	**3.01**
29. I would place my child in this school.	20.7%	44.6%	17.4%	5.4%	12.0%	**2.91**
30. Overall, I am satisfied with my job at SFUSD.	14.9%	73.4%	9.6%	1.1%	1.1%	**3.03**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	52.1%	47.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.1%	6.3%	12.5%	2.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	2.1%	2.1%	1.0%	54.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.2%	1.0%	10.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.8%	7.8%	15.6%	68.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	93.4%	2.6%	3.9%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lowell HS Summary Report

Total 114 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	20.4%	55.8%	8.0%	0.9%	15.0%	**3.13**
2. The school provides access to resources that close the achievement gap.	14.2%	63.7%	12.4%	0.9%	8.8%	**3.00**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	43.6%	55.5%	0.0%	0.0%	0.9%	**3.44**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	19.5%	57.5%	17.7%	2.7%	2.7%	**2.96**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	19.5%	54.9%	12.4%	2.7%	10.6%	**3.02**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	26.8%	52.7%	4.5%	0.0%	16.1%	**3.27**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.1%	70.3%	4.5%	0.0%	8.1%	**3.14**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	18.0%	50.5%	18.9%	9.9%	2.7%	**2.79**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	68.4%	24.6%	3.5%	2.6%	0.9%	**3.60**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	33.3%	63.2%	1.8%	0.9%	0.9%	**3.30**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	20.7%	64.9%	6.3%	2.7%	5.4%	**3.10**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	23.0%	61.9%	4.4%	0.0%	10.6%	**3.21**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	10.7%	42.9%	23.2%	9.8%	13.4%	**2.63**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	45.1%	43.4%	4.4%	0.0%	7.1%	**3.44**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	60.7%	36.6%	0.9%	0.0%	1.8%	**3.61**
16. The school provides opportunities for students to participate in at least two community service projects per year.	27.7%	36.6%	8.9%	0.9%	25.9%	**3.23**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	19.4%	64.8%	9.3%	0.0%	6.5%	**3.11**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	24.1%	50.0%	3.6%	1.8%	20.5%	**3.21**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	43.2%	49.5%	3.6%	0.9%	2.7%	**3.39**
Accountability						
20. The District values me as an employee.	5.4%	22.5%	34.2%	18.9%	18.9%	**2.18**
21. The school works with community partnerships to strengthen student learning.	11.8%	53.6%	12.7%	1.8%	20.0%	**2.94**
22. Families and the community feel welcomed and connected to the culture of the school.	15.9%	59.3%	7.1%	0.0%	17.7%	**3.11**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	21.4%	57.1%	10.7%	0.9%	9.8%	**3.10**
24. The administration provides me with the support I need to improve my professional practice.	15.0%	57.5%	20.4%	5.3%	1.8%	**2.84**
25. The Superintendent is leading the District in the right direction.	4.6%	22.9%	28.4%	14.7%	29.4%	**2.25**
26. The Board of Education is leading the District in the right direction.	4.7%	15.9%	31.8%	12.1%	35.5%	**2.20**
27. My school is heading in the right direction.	18.9%	58.6%	11.7%	4.5%	6.3%	**2.98**
28. I believe that my school's strategic plan will achieve its goals and objectives.	18.9%	51.4%	7.2%	3.6%	18.9%	**3.06**
29. I would place my child in this school.	37.5%	44.6%	1.8%	4.5%	11.6%	**3.30**
30. Overall, I am satisfied with my job at SFUSD.	24.3%	61.3%	11.7%	1.8%	0.9%	**3.09**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	41.4%	58.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	1.8%	8.8%	8.8%	2.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	2.6%	0.0%	50.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	6.1%	0.9%	9.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	2.9%	6.9%	23.5%	66.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	76.9%	3.3%	5.5%	14.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Marshall HS Summary Report

Total 50 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	6.1%	49.0%	24.5%	8.2%	12.2%	**2.60**
2. The school provides access to resources that close the achievement gap.	4.1%	38.8%	36.7%	12.2%	8.2%	**2.38**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	14.3%	67.3%	8.2%	4.1%	6.1%	**2.98**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	12.2%	55.1%	18.4%	8.2%	6.1%	**2.76**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	20.0%	50.0%	20.0%	4.0%	6.0%	**2.91**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	32.0%	50.0%	4.0%	2.0%	12.0%	**3.27**
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.8%	56.3%	12.5%	6.3%	4.2%	**2.96**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	2.0%	56.0%	34.0%	4.0%	4.0%	**2.58**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.0%	60.0%	18.0%	4.0%	2.0%	**2.90**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	6.0%	52.0%	30.0%	6.0%	6.0%	**2.62**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	10.6%	59.6%	12.8%	6.4%	10.6%	**2.83**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	10.4%	64.6%	12.5%	0.0%	12.5%	**2.98**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	6.0%	44.0%	26.0%	12.0%	12.0%	**2.50**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	4.2%	25.0%	47.9%	16.7%	6.3%	**2.18**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	2.0%	50.0%	30.0%	14.0%	4.0%	**2.42**
16. The school provides opportunities for students to participate in at least two community service projects per year.	2.1%	4.2%	35.4%	33.3%	25.0%	**1.67**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	4.1%	61.2%	22.4%	4.1%	8.2%	**2.71**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	4.2%	27.1%	31.3%	14.6%	22.9%	**2.27**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	14.6%	52.1%	20.8%	6.3%	6.3%	**2.80**
Accountability						
20. The District values me as an employee.	8.0%	28.0%	38.0%	20.0%	6.0%	**2.26**
21. The school works with community partnerships to strengthen student learning.	6.1%	40.8%	26.5%	16.3%	10.2%	**2.41**
22. Families and the community feel welcomed and connected to the culture of the school.	6.0%	36.0%	28.0%	14.0%	16.0%	**2.40**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	4.0%	42.0%	20.0%	20.0%	14.0%	**2.35**
24. The administration provides me with the support I need to improve my professional practice.	10.6%	44.7%	10.6%	25.5%	8.5%	**2.44**
25. The Superintendent is leading the District in the right direction.	2.0%	18.4%	24.5%	20.4%	34.7%	**2.03**
26. The Board of Education is leading the District in the right direction.	2.0%	12.2%	36.7%	18.4%	30.6%	**1.97**
27. My school is heading in the right direction.	2.1%	35.4%	25.0%	25.0%	12.5%	**2.17**
28. I believe that my school's strategic plan will achieve its goals and objectives.	2.1%	39.6%	20.8%	25.0%	12.5%	**2.21**
29. I would place my child in this school.	4.1%	18.4%	20.4%	44.9%	12.2%	**1.79**
30. Overall, I am satisfied with my job at SFUSD.	14.0%	48.0%	22.0%	10.0%	6.0%	**2.70**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	52.1%	47.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	12.0%	12.0%	12.0%	12.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	16.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.0%	0.0%	26.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	16.7%	16.7%	14.3%	52.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	70.0%	7.5%	10.0%	12.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Mission HS Summary Report

Total 59 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	28.8%	67.8%	1.7%	0.0%	1.7%	**3.28**
2. The school provides access to resources that close the achievement gap.	33.9%	59.3%	5.1%	0.0%	1.7%	**3.29**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	55.9%	40.7%	3.4%	0.0%	0.0%	**3.53**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	40.7%	57.6%	1.7%	0.0%	0.0%	**3.39**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	42.4%	54.2%	3.4%	0.0%	0.0%	**3.39**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	49.2%	45.8%	3.4%	0.0%	1.7%	**3.47**
7. Students at this school perceive staff as supportive of their academic and social advancement.	39.0%	57.6%	1.7%	0.0%	1.7%	**3.38**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	17.5%	61.4%	19.3%	1.8%	0.0%	**2.95**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	32.2%	64.4%	3.4%	0.0%	0.0%	**3.29**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	8.5%	71.2%	16.9%	3.4%	0.0%	**2.85**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	20.3%	72.9%	5.1%	0.0%	1.7%	**3.16**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	27.6%	63.8%	3.4%	0.0%	5.2%	**3.25**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	23.7%	57.6%	8.5%	1.7%	8.5%	**3.13**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	15.5%	62.1%	13.8%	1.7%	6.9%	**2.98**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	42.4%	52.5%	1.7%	0.0%	3.4%	**3.42**
16. The school provides opportunities for students to participate in at least two community service projects per year.	15.3%	55.9%	11.9%	1.7%	15.3%	**3.00**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	22.4%	70.7%	1.7%	1.7%	3.4%	**3.18**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	23.7%	64.4%	3.4%	1.7%	6.8%	**3.18**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	27.1%	66.1%	6.8%	0.0%	0.0%	**3.20**
Accountability						
20. The District values me as an employee.	12.3%	50.9%	26.3%	3.5%	7.0%	**2.77**
21. The school works with community partnerships to strengthen student learning.	49.2%	49.2%	0.0%	0.0%	1.7%	**3.50**
22. Families and the community feel welcomed and connected to the culture of the school.	27.6%	69.0%	1.7%	0.0%	1.7%	**3.26**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	18.6%	69.5%	6.8%	1.7%	3.4%	**3.09**
24. The administration provides me with the support I need to improve my professional practice.	29.3%	55.2%	12.1%	3.4%	0.0%	**3.10**
25. The Superintendent is leading the District in the right direction.	11.9%	47.5%	11.9%	0.0%	28.8%	**3.00**
26. The Board of Education is leading the District in the right direction.	5.2%	41.4%	12.1%	1.7%	39.7%	**2.83**
27. My school is heading in the right direction.	33.9%	57.6%	5.1%	0.0%	3.4%	**3.30**
28. I believe that my school's strategic plan will achieve its goals and objectives.	22.0%	55.9%	6.8%	0.0%	15.3%	**3.18**
29. I would place my child in this school.	25.9%	41.4%	12.1%	3.4%	17.2%	**3.08**
30. Overall, I am satisfied with my job at SFUSD.	25.9%	60.3%	3.4%	0.0%	10.3%	**3.25**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	49.2%	50.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	10.2%	25.4%	5.1%	8.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.7%	0.0%	0.0%	30.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	8.5%	0.0%	8.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	20.4%	20.4%	20.4%	38.8%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	80.5%	7.3%	7.3%	4.9%	0.0%

SFUSD School Staff Satisfaction Survey 2012
O'Connell HS Summary Report

Total 43 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	14.0%	69.8%	7.0%	4.7%	4.7%	**2.98**
2. The school provides access to resources that close the achievement gap.	19.0%	66.7%	9.5%	2.4%	2.4%	**3.05**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	23.3%	69.8%	2.3%	4.7%	0.0%	**3.12**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	23.3%	60.5%	7.0%	2.3%	7.0%	**3.13**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	20.9%	65.1%	4.7%	4.7%	4.7%	**3.07**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	27.9%	58.1%	7.0%	4.7%	2.3%	**3.12**
7. Students at this school perceive staff as supportive of their academic and social advancement.	18.6%	67.4%	7.0%	2.3%	4.7%	**3.07**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	32.6%	53.5%	9.3%	2.3%	2.3%	**3.19**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	27.9%	62.8%	7.0%	2.3%	0.0%	**3.16**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	9.3%	60.5%	23.3%	4.7%	2.3%	**2.76**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	7.0%	74.4%	4.7%	4.7%	9.3%	**2.92**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	11.6%	65.1%	9.3%	0.0%	14.0%	**3.03**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	18.6%	44.2%	27.9%	4.7%	4.7%	**2.80**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	9.3%	55.8%	23.3%	2.3%	9.3%	**2.79**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	23.8%	57.1%	11.9%	4.8%	2.4%	**3.02**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.0%	37.2%	25.6%	9.3%	14.0%	**2.65**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.6%	79.1%	7.0%	0.0%	2.3%	**3.05**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.6%	48.8%	11.6%	7.0%	7.0%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.7%	69.0%	9.5%	2.4%	2.4%	**3.02**
Accountability						
20. The District values me as an employee.	2.4%	31.0%	42.9%	11.9%	11.9%	**2.27**
21. The school works with community partnerships to strengthen student learning.	30.2%	58.1%	4.7%	0.0%	7.0%	**3.28**
22. Families and the community feel welcomed and connected to the culture of the school.	9.5%	61.9%	14.3%	0.0%	14.3%	**2.94**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	9.3%	55.8%	23.3%	4.7%	7.0%	**2.75**
24. The administration provides me with the support I need to improve my professional practice.	11.6%	53.5%	23.3%	7.0%	4.7%	**2.73**
25. The Superintendent is leading the District in the right direction.	4.7%	37.2%	16.3%	4.7%	37.2%	**2.67**
26. The Board of Education is leading the District in the right direction.	2.3%	25.6%	18.6%	9.3%	44.2%	**2.38**
27. My school is heading in the right direction.	16.7%	40.5%	14.3%	4.8%	23.8%	**2.91**
28. I believe that my school's strategic plan will achieve its goals and objectives.	7.0%	41.9%	11.6%	4.7%	34.9%	**2.79**
29. I would place my child in this school.	2.3%	27.9%	27.9%	23.3%	18.6%	**2.11**
30. Overall, I am satisfied with my job at SFUSD.	7.0%	74.4%	11.6%	4.7%	2.3%	**2.86**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	55.8%	44.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.7%	18.6%	2.3%	2.3%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	2.3%	0.0%	44.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.3%	0.0%	0.0%	11.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.6%	17.1%	25.7%	48.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	71.0%	6.5%	3.2%	19.4%	0.0%

SFUSD School Staff Satisfaction Survey 2012
S.F International HS Summary Report

Total 14 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	38.5%	53.8%	7.7%	0.0%	0.0%	**3.31**
2. The school provides access to resources that close the achievement gap.	14.3%	57.1%	21.4%	7.1%	0.0%	**2.79**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	85.7%	14.3%	0.0%	0.0%	0.0%	**3.86**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	78.6%	14.3%	7.1%	0.0%	0.0%	**3.71**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
7. Students at this school perceive staff as supportive of their academic and social advancement.	57.1%	42.9%	0.0%	0.0%	0.0%	**3.57**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	0.0%	21.4%	42.9%	28.6%	7.1%	**1.92**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	35.7%	42.9%	14.3%	0.0%	7.1%	**3.23**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	21.4%	57.1%	7.1%	7.1%	7.1%	**3.00**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	35.7%	50.0%	7.1%	0.0%	7.1%	**3.31**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	50.0%	35.7%	0.0%	0.0%	14.3%	**3.58**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	28.6%	50.0%	0.0%	7.1%	14.3%	**3.17**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.6%	42.9%	14.3%	7.1%	7.1%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.1%	14.3%	42.9%	14.3%	21.4%	**2.18**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	14.3%	42.9%	35.7%	7.1%	0.0%	**2.64**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	7.1%	28.6%	14.3%	28.6%	21.4%	**2.18**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	42.9%	42.9%	14.3%	0.0%	0.0%	**3.29**
Accountability						
20. The District values me as an employee.	0.0%	35.7%	21.4%	14.3%	28.6%	**2.30**
21. The school works with community partnerships to strengthen student learning.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
22. Families and the community feel welcomed and connected to the culture of the school.	35.7%	28.6%	28.6%	0.0%	7.1%	**3.08**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	21.4%	28.6%	35.7%	7.1%	7.1%	**2.69**
24. The administration provides me with the support I need to improve my professional practice.	21.4%	42.9%	28.6%	0.0%	7.1%	**2.92**
25. The Superintendent is leading the District in the right direction.	0.0%	0.0%	14.3%	21.4%	64.3%	**1.40**
26. The Board of Education is leading the District in the right direction.	0.0%	0.0%	0.0%	21.4%	78.6%	**1.00**
27. My school is heading in the right direction.	14.3%	50.0%	14.3%	0.0%	21.4%	**3.00**
28. I believe that my school's strategic plan will achieve its goals and objectives.	14.3%	42.9%	0.0%	7.1%	35.7%	**3.00**
29. I would place my child in this school.	30.8%	30.8%	0.0%	15.4%	23.1%	**3.00**
30. Overall, I am satisfied with my job at SFUSD.	7.1%	57.1%	21.4%	0.0%	14.3%	**2.83**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	71.4%	28.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.1%	14.3%	28.6%	7.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	42.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	7.1%	0.0%	7.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	46.2%	30.8%	15.4%	7.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	84.6%	0.0%	0.0%	15.4%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Wallenberg HS Summary Report

Total 36 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	5.6%	58.3%	11.1%	13.9%	11.1%	**2.63**
2. The school provides access to resources that close the achievement gap.	11.1%	58.3%	22.2%	5.6%	2.8%	**2.77**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	13.9%	75.0%	5.6%	2.8%	2.8%	**3.03**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	8.6%	60.0%	14.3%	14.3%	2.9%	**2.65**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	11.1%	69.4%	11.1%	8.3%	0.0%	**2.83**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	8.3%	61.1%	11.1%	5.6%	13.9%	**2.84**
7. Students at this school perceive staff as supportive of their academic and social advancement.	11.4%	71.4%	8.6%	2.9%	5.7%	**2.97**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.7%	37.1%	48.6%	8.6%	0.0%	**2.40**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.7%	69.4%	5.6%	5.6%	2.8%	**3.00**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	8.6%	71.4%	11.4%	5.7%	2.9%	**2.85**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	11.4%	65.7%	17.1%	0.0%	5.7%	**2.94**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	11.1%	69.4%	8.3%	2.8%	8.3%	**2.97**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	51.4%	31.4%	11.4%	5.7%	**2.42**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	5.7%	62.9%	17.1%	11.4%	2.9%	**2.65**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	17.1%	68.6%	2.9%	5.7%	5.7%	**3.03**
16. The school provides opportunities for students to participate in at least two community service projects per year.	11.1%	55.6%	8.3%	2.8%	22.2%	**2.96**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	2.8%	61.1%	16.7%	11.1%	8.3%	**2.61**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	13.9%	33.3%	25.0%	13.9%	13.9%	**2.55**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	11.4%	68.6%	8.6%	5.7%	5.7%	**2.91**
Accountability						
20. The District values me as an employee.	0.0%	19.4%	36.1%	33.3%	11.1%	**1.84**
21. The school works with community partnerships to strengthen student learning.	14.7%	58.8%	11.8%	5.9%	8.8%	**2.90**
22. Families and the community feel welcomed and connected to the culture of the school.	2.8%	58.3%	25.0%	2.8%	11.1%	**2.69**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	2.8%	55.6%	30.6%	2.8%	8.3%	**2.64**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	41.7%	22.2%	27.8%	8.3%	**2.15**
25. The Superintendent is leading the District in the right direction.	0.0%	30.6%	22.2%	13.9%	33.3%	**2.25**
26. The Board of Education is leading the District in the right direction.	0.0%	27.8%	27.8%	11.1%	33.3%	**2.25**
27. My school is heading in the right direction.	0.0%	54.3%	22.9%	14.3%	8.6%	**2.44**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	44.4%	30.6%	11.1%	13.9%	**2.39**
29. I would place my child in this school.	5.6%	30.6%	36.1%	19.4%	8.3%	**2.24**
30. Overall, I am satisfied with my job at SFUSD.	11.1%	38.9%	27.8%	13.9%	8.3%	**2.52**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	64.7%	35.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	11.1%	11.1%	5.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	38.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.8%	0.0%	0.0%	25.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	6.9%	27.6%	10.3%	55.2%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	73.9%	0.0%	8.7%	17.4%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Washington HS Summary Report

Total 73 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	21.1%	60.6%	9.9%	0.0%	8.5%	**3.12**
2. The school provides access to resources that close the achievement gap.	15.1%	69.9%	11.0%	1.4%	2.7%	**3.01**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	35.2%	59.2%	0.0%	0.0%	5.6%	**3.37**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	34.7%	52.8%	9.7%	0.0%	2.8%	**3.26**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	13.7%	67.1%	9.6%	2.7%	6.8%	**2.99**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	34.7%	48.6%	4.2%	1.4%	11.1%	**3.31**
7. Students at this school perceive staff as supportive of their academic and social advancement.	15.3%	69.4%	8.3%	1.4%	5.6%	**3.04**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	14.1%	46.5%	29.6%	8.5%	1.4%	**2.67**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	32.4%	57.7%	9.9%	0.0%	0.0%	**3.23**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	15.1%	74.0%	8.2%	0.0%	2.7%	**3.07**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	14.3%	78.6%	5.7%	0.0%	1.4%	**3.09**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	24.3%	60.0%	4.3%	0.0%	11.4%	**3.23**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	12.5%	47.2%	29.2%	4.2%	6.9%	**2.73**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	13.0%	62.3%	13.0%	0.0%	11.6%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	35.3%	55.9%	7.4%	0.0%	1.5%	**3.28**
16. The school provides opportunities for students to participate in at least two community service projects per year.	15.9%	40.6%	14.5%	2.9%	26.1%	**2.94**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.9%	59.2%	16.9%	0.0%	7.0%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	24.6%	46.4%	10.1%	1.4%	17.4%	**3.14**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	25.7%	60.0%	8.6%	0.0%	5.7%	**3.18**
Accountability						
20. The District values me as an employee.	4.2%	38.0%	22.5%	18.3%	16.9%	**2.34**
21. The school works with community partnerships to strengthen student learning.	8.5%	60.6%	12.7%	1.4%	16.9%	**2.92**
22. Families and the community feel welcomed and connected to the culture of the school.	7.1%	55.7%	15.7%	4.3%	17.1%	**2.79**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	7.0%	59.2%	19.7%	2.8%	11.3%	**2.79**
24. The administration provides me with the support I need to improve my professional practice.	20.0%	65.7%	5.7%	4.3%	4.3%	**3.06**
25. The Superintendent is leading the District in the right direction.	5.7%	20.0%	31.4%	12.9%	30.0%	**2.27**
26. The Board of Education is leading the District in the right direction.	3.0%	17.9%	32.8%	16.4%	29.9%	**2.11**
27. My school is heading in the right direction.	12.9%	58.6%	11.4%	2.9%	14.3%	**2.95**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.4%	54.3%	8.6%	1.4%	24.3%	**3.00**
29. I would place my child in this school.	22.5%	47.9%	9.9%	9.9%	9.9%	**2.92**
30. Overall, I am satisfied with my job at SFUSD.	18.8%	60.9%	13.0%	4.3%	2.9%	**2.97**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	47.1%	52.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.7%	5.5%	11.0%	4.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	2.7%	2.7%	1.4%	39.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.5%	0.0%	16.4%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.1%	11.3%	22.6%	58.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	72.5%	5.9%	5.9%	15.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Wells HS Summary Report

Total 16 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
2. The school provides access to resources that close the achievement gap.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	53.3%	46.7%	0.0%	0.0%	0.0%	**3.53**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	56.3%	43.8%	0.0%	0.0%	0.0%	**3.56**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	40.0%	53.3%	0.0%	0.0%	6.7%	**3.43**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	68.8%	25.0%	0.0%	0.0%	6.3%	**3.73**
7. Students at this school perceive staff as supportive of their academic and social advancement.	37.5%	62.5%	0.0%	0.0%	0.0%	**3.38**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	6.3%	56.3%	25.0%	12.5%	0.0%	**2.56**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	25.0%	62.5%	12.5%	0.0%	0.0%	**3.13**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	37.5%	43.8%	0.0%	6.3%	12.5%	**3.29**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	31.3%	43.8%	0.0%	0.0%	25.0%	**3.42**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	18.8%	62.5%	0.0%	6.3%	12.5%	**3.07**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	56.3%	43.8%	0.0%	0.0%	0.0%	**3.56**
16. The school provides opportunities for students to participate in at least two community service projects per year.	25.0%	56.3%	12.5%	0.0%	6.3%	**3.13**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	46.7%	53.3%	0.0%	0.0%	0.0%	**3.47**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	18.8%	56.3%	6.3%	6.3%	12.5%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	20.0%	80.0%	0.0%	0.0%	0.0%	**3.20**
Accountability						
20. The District values me as an employee.	6.3%	50.0%	12.5%	12.5%	18.8%	**2.62**
21. The school works with community partnerships to strengthen student learning.	35.7%	64.3%	0.0%	0.0%	0.0%	**3.36**
22. Families and the community feel welcomed and connected to the culture of the school.	28.6%	57.1%	7.1%	0.0%	7.1%	**3.23**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	25.0%	62.5%	6.3%	0.0%	6.3%	**3.20**
24. The administration provides me with the support I need to improve my professional practice.	26.7%	53.3%	20.0%	0.0%	0.0%	**3.07**
25. The Superintendent is leading the District in the right direction.	0.0%	53.3%	13.3%	13.3%	20.0%	**2.50**
26. The Board of Education is leading the District in the right direction.	0.0%	43.8%	25.0%	6.3%	25.0%	**2.50**
27. My school is heading in the right direction.	20.0%	66.7%	0.0%	0.0%	13.3%	**3.23**
28. I believe that my school's strategic plan will achieve its goals and objectives.	25.0%	62.5%	0.0%	0.0%	12.5%	**3.29**
29. I would place my child in this school.	18.8%	31.3%	12.5%	6.3%	31.3%	**2.91**
30. Overall, I am satisfied with my job at SFUSD.	18.8%	75.0%	6.3%	0.0%	0.0%	**3.13**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	62.5%	37.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	18.8%	25.0%	0.0%	12.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	25.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	12.5%	0.0%	12.5%	75.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	53.8%	7.7%	0.0%	38.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Buena Vista/ Mann K8 Summary Report

Total 24 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	0.0%	58.3%	29.2%	0.0%	12.5%	**2.67**
2. The school provides access to resources that close the achievement gap.	4.2%	58.3%	25.0%	4.2%	8.3%	**2.68**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	20.8%	79.2%	0.0%	0.0%	0.0%	**3.21**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	21.7%	73.9%	0.0%	0.0%	4.3%	**3.23**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	25.0%	62.5%	12.5%	0.0%	0.0%	**3.13**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	26.1%	52.2%	8.7%	0.0%	13.0%	**3.20**
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.8%	50.0%	8.3%	0.0%	20.8%	**3.16**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	4.3%	30.4%	52.2%	0.0%	13.0%	**2.45**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	0.0%	41.7%	41.7%	12.5%	4.2%	**2.30**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	0.0%	30.4%	60.9%	4.3%	4.3%	**2.27**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	20.8%	58.3%	8.3%	0.0%	12.5%	**3.14**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	29.2%	54.2%	4.2%	0.0%	12.5%	**3.29**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	12.5%	54.2%	12.5%	4.2%	16.7%	**2.90**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	12.5%	54.2%	20.8%	0.0%	12.5%	**2.90**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	20.8%	66.7%	0.0%	4.2%	8.3%	**3.14**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	8.3%	50.0%	12.5%	29.2%	**1.94**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	83.3%	8.3%	0.0%	8.3%	**2.91**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	12.5%	62.5%	12.5%	4.2%	8.3%	**2.91**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.7%	70.8%	8.3%	0.0%	4.2%	**3.09**
Accountability						
20. The District values me as an employee.	0.0%	29.2%	50.0%	12.5%	8.3%	**2.18**
21. The school works with community partnerships to strengthen student learning.	16.7%	58.3%	12.5%	4.2%	8.3%	**2.95**
22. Families and the community feel welcomed and connected to the culture of the school.	12.5%	54.2%	12.5%	4.2%	16.7%	**2.90**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	8.3%	58.3%	29.2%	0.0%	4.2%	**2.78**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	39.1%	39.1%	13.0%	8.7%	**2.29**
25. The Superintendent is leading the District in the right direction.	4.2%	16.7%	50.0%	8.3%	20.8%	**2.21**
26. The Board of Education is leading the District in the right direction.	8.3%	16.7%	33.3%	12.5%	29.2%	**2.29**
27. My school is heading in the right direction.	12.5%	37.5%	20.8%	4.2%	25.0%	**2.78**
28. I believe that my school's strategic plan will achieve its goals and objectives.	4.2%	37.5%	16.7%	4.2%	37.5%	**2.67**
29. I would place my child in this school.	20.8%	45.8%	16.7%	8.3%	8.3%	**2.86**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	66.7%	25.0%	8.3%	0.0%	**2.58**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	75.0%	25.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	41.7%	0.0%	12.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	25.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	16.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	10.5%	5.3%	36.8%	47.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	75.0%	5.0%	10.0%	10.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Carmichael ES Summary Report

Total 12 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	41.7%	25.0%	0.0%	8.3%	25.0%	**3.33**
2. The school provides access to resources that close the achievement gap.	25.0%	33.3%	16.7%	16.7%	8.3%	**2.73**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	58.3%	33.3%	8.3%	0.0%	0.0%	**3.50**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	50.0%	41.7%	8.3%	0.0%	0.0%	**3.42**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.4%	45.5%	18.2%	0.0%	0.0%	**3.18**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	41.7%	58.3%	0.0%	0.0%	0.0%	**3.42**
7. Students at this school perceive staff as supportive of their academic and social advancement.	54.5%	9.1%	27.3%	9.1%	0.0%	**3.09**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	8.3%	25.0%	50.0%	8.3%	8.3%	**2.36**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	45.5%	36.4%	18.2%	0.0%	0.0%	**3.27**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	33.3%	33.3%	16.7%	8.3%	8.3%	**3.00**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	41.7%	41.7%	8.3%	0.0%	8.3%	**3.36**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	41.7%	58.3%	0.0%	0.0%	0.0%	**3.42**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	33.3%	16.7%	16.7%	16.7%	16.7%	**2.80**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	50.0%	0.0%	25.0%	16.7%	8.3%	**2.91**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	41.7%	16.7%	25.0%	8.3%	8.3%	**3.00**
16. The school provides opportunities for students to participate in at least two community service projects per year.	16.7%	8.3%	25.0%	25.0%	25.0%	**2.22**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	8.3%	16.7%	50.0%	25.0%	0.0%	**2.08**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.0%	58.3%	8.3%	8.3%	0.0%	**3.00**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	50.0%	16.7%	8.3%	8.3%	16.7%	**3.30**
Accountability						
20. The District values me as an employee.	33.3%	33.3%	16.7%	8.3%	8.3%	**3.00**
21. The school works with community partnerships to strengthen student learning.	33.3%	50.0%	8.3%	0.0%	8.3%	**3.27**
22. Families and the community feel welcomed and connected to the culture of the school.	33.3%	33.3%	25.0%	0.0%	8.3%	**3.09**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	33.3%	16.7%	41.7%	8.3%	0.0%	**2.75**
24. The administration provides me with the support I need to improve my professional practice.	33.3%	16.7%	25.0%	16.7%	8.3%	**2.73**
25. The Superintendent is leading the District in the right direction.	33.3%	25.0%	16.7%	0.0%	25.0%	**3.22**
26. The Board of Education is leading the District in the right direction.	25.0%	33.3%	16.7%	0.0%	25.0%	**3.11**
27. My school is heading in the right direction.	33.3%	25.0%	16.7%	16.7%	8.3%	**2.82**
28. I believe that my school's strategic plan will achieve its goals and objectives.	33.3%	25.0%	8.3%	8.3%	25.0%	**3.11**
29. I would place my child in this school.	41.7%	8.3%	8.3%	33.3%	8.3%	**2.64**
30. Overall, I am satisfied with my job at SFUSD.	58.3%	8.3%	25.0%	8.3%	0.0%	**3.17**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	91.7%	8.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	0.0%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	16.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	41.7%	0.0%	16.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	0.0%	36.4%	63.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	80.0%	10.0%	0.0%	10.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lawton Alt K8 Summary Report

Total 33 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	36.4%	60.6%	0.0%	0.0%	3.0%	**3.38**
2. The school provides access to resources that close the achievement gap.	15.2%	72.7%	3.0%	3.0%	6.1%	**3.06**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	57.6%	36.4%	3.0%	0.0%	3.0%	**3.56**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	39.4%	48.5%	6.1%	0.0%	6.1%	**3.35**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	33.3%	57.6%	6.1%	0.0%	3.0%	**3.28**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	36.4%	48.5%	3.0%	0.0%	12.1%	**3.38**
7. Students at this school perceive staff as supportive of their academic and social advancement.	27.3%	66.7%	0.0%	3.0%	3.0%	**3.22**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	24.2%	51.5%	24.2%	0.0%	0.0%	**3.00**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	51.5%	48.5%	0.0%	0.0%	0.0%	**3.52**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	36.4%	57.6%	6.1%	0.0%	0.0%	**3.30**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	45.5%	48.5%	0.0%	0.0%	6.1%	**3.48**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	24.2%	57.6%	6.1%	0.0%	12.1%	**3.21**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	33.3%	54.5%	6.1%	0.0%	6.1%	**3.29**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	21.2%	66.7%	6.1%	0.0%	6.1%	**3.16**
16. The school provides opportunities for students to participate in at least two community service projects per year.	21.9%	28.1%	9.4%	0.0%	40.6%	**3.21**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	15.2%	78.8%	6.1%	0.0%	0.0%	**3.09**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	9.1%	63.6%	12.1%	3.0%	12.1%	**2.90**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	30.3%	60.6%	0.0%	0.0%	9.1%	**3.33**
Accountability						
20. The District values me as an employee.	12.1%	45.5%	12.1%	6.1%	24.2%	**2.84**
21. The school works with community partnerships to strengthen student learning.	25.0%	50.0%	15.6%	0.0%	9.4%	**3.10**
22. Families and the community feel welcomed and connected to the culture of the school.	33.3%	60.6%	0.0%	0.0%	6.1%	**3.35**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	39.4%	54.5%	0.0%	0.0%	6.1%	**3.42**
24. The administration provides me with the support I need to improve my professional practice.	30.3%	69.7%	0.0%	0.0%	0.0%	**3.30**
25. The Superintendent is leading the District in the right direction.	12.1%	39.4%	12.1%	6.1%	30.3%	**2.83**
26. The Board of Education is leading the District in the right direction.	6.1%	33.3%	15.2%	3.0%	42.4%	**2.74**
27. My school is heading in the right direction.	30.3%	57.6%	3.0%	3.0%	6.1%	**3.23**
28. I believe that my school's strategic plan will achieve its goals and objectives.	36.4%	48.5%	3.0%	0.0%	12.1%	**3.38**
29. I would place my child in this school.	34.4%	56.3%	3.1%	3.1%	3.1%	**3.26**
30. Overall, I am satisfied with my job at SFUSD.	31.3%	59.4%	3.1%	3.1%	3.1%	**3.23**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	78.8%	21.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	0.0%	24.2%	9.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	3.0%	6.1%	30.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	3.0%	0.0%	0.0%	9.1%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	19.4%	6.5%	12.9%	61.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	64.5%	3.2%	0.0%	32.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Lilienthal Alt K8 Summary Report

Total 36 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	22.2%	72.2%	2.8%	0.0%	2.8%	**3.20**
2. The school provides access to resources that close the achievement gap.	8.6%	74.3%	17.1%	0.0%	0.0%	**2.91**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	33.3%	63.9%	0.0%	0.0%	2.8%	**3.34**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	22.2%	72.2%	2.8%	2.8%	0.0%	**3.14**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	22.2%	72.2%	0.0%	2.8%	2.8%	**3.17**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	34.3%	48.6%	5.7%	0.0%	11.4%	**3.32**
7. Students at this school perceive staff as supportive of their academic and social advancement.	22.2%	72.2%	0.0%	0.0%	5.6%	**3.24**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	25.0%	66.7%	8.3%	0.0%	0.0%	**3.17**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	52.8%	41.7%	5.6%	0.0%	0.0%	**3.47**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	16.7%	77.8%	5.6%	0.0%	0.0%	**3.11**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	22.2%	72.2%	5.6%	0.0%	0.0%	**3.17**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.0%	72.2%	2.8%	0.0%	0.0%	**3.22**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	2.8%	58.3%	27.8%	2.8%	8.3%	**2.67**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	20.0%	60.0%	8.6%	0.0%	11.4%	**3.13**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	31.4%	57.1%	5.7%	0.0%	5.7%	**3.27**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.7%	26.5%	29.4%	8.8%	20.6%	**2.59**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.1%	75.0%	8.3%	2.8%	2.8%	**2.97**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.7%	52.8%	16.7%	5.6%	8.3%	**2.88**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	22.9%	65.7%	2.9%	0.0%	8.6%	**3.22**
Accountability						
20. The District values me as an employee.	0.0%	33.3%	27.8%	13.9%	25.0%	**2.26**
21. The school works with community partnerships to strengthen student learning.	17.1%	62.9%	8.6%	2.9%	8.6%	**3.03**
22. Families and the community feel welcomed and connected to the culture of the school.	13.9%	63.9%	2.8%	5.6%	13.9%	**3.00**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	19.4%	77.8%	2.8%	0.0%	0.0%	**3.17**
24. The administration provides me with the support I need to improve my professional practice.	22.2%	61.1%	11.1%	2.8%	2.8%	**3.06**
25. The Superintendent is leading the District in the right direction.	5.6%	44.4%	13.9%	0.0%	36.1%	**2.87**
26. The Board of Education is leading the District in the right direction.	0.0%	38.9%	16.7%	5.6%	38.9%	**2.55**
27. My school is heading in the right direction.	11.1%	80.6%	0.0%	2.8%	5.6%	**3.06**
28. I believe that my school's strategic plan will achieve its goals and objectives.	5.6%	63.9%	0.0%	0.0%	30.6%	**3.08**
29. I would place my child in this school.	33.3%	50.0%	5.6%	5.6%	5.6%	**3.18**
30. Overall, I am satisfied with my job at SFUSD.	13.9%	63.9%	5.6%	2.8%	13.9%	**3.03**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	78.8%	21.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.6%	8.3%	0.0%	2.8%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	2.8%	16.7%	41.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	5.6%	0.0%	27.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	10.3%	13.8%	24.1%	51.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	90.9%	9.1%	0.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Revere ES Summary Report

Total 34 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	8.8%	61.8%	17.6%	2.9%	8.8%	**2.84**
2. The school provides access to resources that close the achievement gap.	29.4%	50.0%	14.7%	5.9%	0.0%	**3.03**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	17.6%	70.6%	8.8%	2.9%	0.0%	**3.03**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	29.4%	55.9%	11.8%	2.9%	0.0%	**3.12**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	0.0%	58.8%	20.6%	17.6%	2.9%	**2.42**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	9.1%	69.7%	15.2%	3.0%	3.0%	**2.88**
7. Students at this school perceive staff as supportive of their academic and social advancement.	5.9%	61.8%	20.6%	2.9%	8.8%	**2.77**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	23.5%	38.2%	23.5%	11.8%	2.9%	**2.76**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	11.8%	55.9%	20.6%	5.9%	5.9%	**2.78**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	3.0%	60.6%	30.3%	3.0%	3.0%	**2.66**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	29.4%	55.9%	14.7%	0.0%	0.0%	**3.15**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	32.4%	50.0%	8.8%	8.8%	0.0%	**3.06**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	23.5%	52.9%	20.6%	0.0%	2.9%	**3.03**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	29.4%	32.4%	26.5%	11.8%	**2.03**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	2.9%	32.4%	38.2%	2.9%	23.5%	**2.46**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	6.3%	40.6%	21.9%	31.3%	**1.77**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	14.7%	61.8%	11.8%	11.8%	0.0%	**2.79**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	5.9%	32.4%	32.4%	14.7%	14.7%	**2.34**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	11.8%	64.7%	8.8%	2.9%	11.8%	**2.97**
Accountability						
20. The District values me as an employee.	6.5%	32.3%	25.8%	12.9%	22.6%	**2.42**
21. The school works with community partnerships to strengthen student learning.	11.8%	64.7%	11.8%	2.9%	8.8%	**2.94**
22. Families and the community feel welcomed and connected to the culture of the school.	3.0%	39.4%	39.4%	6.1%	12.1%	**2.45**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	9.1%	45.5%	33.3%	6.1%	6.1%	**2.61**
24. The administration provides me with the support I need to improve my professional practice.	14.7%	52.9%	23.5%	5.9%	2.9%	**2.79**
25. The Superintendent is leading the District in the right direction.	3.0%	33.3%	18.2%	3.0%	42.4%	**2.63**
26. The Board of Education is leading the District in the right direction.	0.0%	17.6%	26.5%	8.8%	47.1%	**2.17**
27. My school is heading in the right direction.	26.5%	35.3%	17.6%	5.9%	14.7%	**2.97**
28. I believe that my school's strategic plan will achieve its goals and objectives.	8.8%	52.9%	11.8%	5.9%	20.6%	**2.81**
29. I would place my child in this school.	2.9%	14.7%	38.2%	17.6%	26.5%	**2.04**
30. Overall, I am satisfied with my job at SFUSD.	6.1%	54.5%	24.2%	0.0%	15.2%	**2.79**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	93.8%	6.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	2.9%	0.0%	2.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	55.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.9%	0.0%	0.0%	26.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	25.8%	29.0%	22.6%	22.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	90.0%	6.7%	0.0%	3.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Rooftop Alt K8 Summary Report

Total 13 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	38.5%	53.8%	0.0%	0.0%	7.7%	**3.42**
2. The school provides access to resources that close the achievement gap.	30.8%	61.5%	7.7%	0.0%	0.0%	**3.23**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	53.8%	38.5%	0.0%	7.7%	0.0%	**3.38**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	61.5%	23.1%	7.7%	7.7%	0.0%	**3.38**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	38.5%	53.8%	0.0%	0.0%	7.7%	**3.42**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	61.5%	38.5%	0.0%	0.0%	0.0%	**3.62**
7. Students at this school perceive staff as supportive of their academic and social advancement.	30.8%	61.5%	0.0%	0.0%	7.7%	**3.33**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	23.1%	46.2%	30.8%	0.0%	0.0%	**2.92**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	0.0%	53.8%	15.4%	30.8%	0.0%	**2.23**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	16.7%	50.0%	16.7%	8.3%	8.3%	**2.82**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	30.8%	53.8%	0.0%	15.4%	0.0%	**3.00**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	38.5%	38.5%	7.7%	0.0%	15.4%	**3.36**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	7.7%	46.2%	15.4%	15.4%	15.4%	**2.55**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	15.4%	61.5%	7.7%	7.7%	7.7%	**2.92**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	23.1%	46.2%	30.8%	0.0%	0.0%	**2.92**
16. The school provides opportunities for students to participate in at least two community service projects per year.	30.8%	46.2%	7.7%	0.0%	15.4%	**3.27**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	30.8%	69.2%	0.0%	0.0%	0.0%	**3.31**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	61.5%	23.1%	7.7%	7.7%	**2.58**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	38.5%	53.8%	7.7%	0.0%	0.0%	**3.31**
Accountability						
20. The District values me as an employee.	0.0%	38.5%	30.8%	15.4%	15.4%	**2.27**
21. The school works with community partnerships to strengthen student learning.	23.1%	46.2%	30.8%	0.0%	0.0%	**2.92**
22. Families and the community feel welcomed and connected to the culture of the school.	15.4%	46.2%	7.7%	7.7%	23.1%	**2.90**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	30.8%	61.5%	0.0%	7.7%	0.0%	**3.15**
24. The administration provides me with the support I need to improve my professional practice.	0.0%	46.2%	30.8%	23.1%	0.0%	**2.23**
25. The Superintendent is leading the District in the right direction.	0.0%	46.2%	23.1%	7.7%	23.1%	**2.50**
26. The Board of Education is leading the District in the right direction.	0.0%	23.1%	23.1%	15.4%	38.5%	**2.13**
27. My school is heading in the right direction.	7.7%	23.1%	15.4%	38.5%	15.4%	**2.00**
28. I believe that my school's strategic plan will achieve its goals and objectives.	0.0%	30.8%	7.7%	15.4%	46.2%	**2.29**
29. I would place my child in this school.	15.4%	46.2%	15.4%	15.4%	7.7%	**2.67**
30. Overall, I am satisfied with my job at SFUSD.	0.0%	69.2%	15.4%	7.7%	7.7%	**2.67**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	75.0%	25.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	23.1%	7.7%	7.7%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	7.7%	0.0%	0.0%	46.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	0.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	16.7%	16.7%	25.0%	41.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	66.7%	8.3%	8.3%	16.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
S.F. Community ES Summary Report

Total 21 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	40.0%	60.0%	0.0%	0.0%	0.0%	**3.40**
2. The school provides access to resources that close the achievement gap.	9.5%	57.1%	14.3%	14.3%	4.8%	**2.65**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	42.9%	57.1%	0.0%	0.0%	0.0%	**3.43**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	25.0%	70.0%	5.0%	0.0%	0.0%	**3.20**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	52.4%	47.6%	0.0%	0.0%	0.0%	**3.52**
7. Students at this school perceive staff as supportive of their academic and social advancement.	38.1%	57.1%	4.8%	0.0%	0.0%	**3.33**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	5.0%	10.0%	30.0%	55.0%	0.0%	**1.65**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	19.0%	52.4%	28.6%	0.0%	0.0%	**2.90**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	9.5%	61.9%	23.8%	0.0%	4.8%	**2.85**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	19.0%	66.7%	14.3%	0.0%	0.0%	**3.05**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	28.6%	71.4%	0.0%	0.0%	0.0%	**3.29**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	28.6%	38.1%	23.8%	4.8%	4.8%	**2.95**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	4.8%	71.4%	23.8%	0.0%	0.0%	**2.81**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	9.5%	47.6%	38.1%	4.8%	0.0%	**2.62**
16. The school provides opportunities for students to participate in at least two community service projects per year.	4.8%	52.4%	33.3%	0.0%	9.5%	**2.68**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	38.1%	38.1%	19.0%	4.8%	**2.20**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	9.5%	42.9%	33.3%	14.3%	0.0%	**2.48**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	15.0%	75.0%	5.0%	0.0%	5.0%	**3.11**
Accountability						
20. The District values me as an employee.	0.0%	14.3%	61.9%	19.0%	4.8%	**1.95**
21. The school works with community partnerships to strengthen student learning.	20.0%	50.0%	10.0%	0.0%	20.0%	**3.13**
22. Families and the community feel welcomed and connected to the culture of the school.	0.0%	71.4%	14.3%	0.0%	14.3%	**2.83**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	4.8%	81.0%	9.5%	4.8%	0.0%	**2.86**
24. The administration provides me with the support I need to improve my professional practice.	28.6%	42.9%	28.6%	0.0%	0.0%	**3.00**
25. The Superintendent is leading the District in the right direction.	0.0%	10.0%	45.0%	15.0%	30.0%	**1.93**
26. The Board of Education is leading the District in the right direction.	0.0%	10.0%	45.0%	10.0%	35.0%	**2.00**
27. My school is heading in the right direction.	15.0%	60.0%	10.0%	5.0%	10.0%	**2.94**
28. I believe that my school's strategic plan will achieve its goals and objectives.	15.0%	65.0%	5.0%	0.0%	15.0%	**3.12**
29. I would place my child in this school.	23.8%	28.6%	28.6%	0.0%	19.0%	**2.94**
30. Overall, I am satisfied with my job at SFUSD.	14.3%	57.1%	19.0%	4.8%	4.8%	**2.85**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	84.2%	15.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	9.5%	14.3%	4.8%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	42.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	28.6%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	9.5%	23.8%	23.8%	42.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	83.3%	11.1%	0.0%	5.6%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Yu Alt K8 Summary Report

Total 23 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	47.8%	52.2%	0.0%	0.0%	0.0%	**3.48**
2. The school provides access to resources that close the achievement gap.	56.5%	43.5%	0.0%	0.0%	0.0%	**3.57**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	65.2%	34.8%	0.0%	0.0%	0.0%	**3.65**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	78.3%	21.7%	0.0%	0.0%	0.0%	**3.78**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	52.2%	47.8%	0.0%	0.0%	0.0%	**3.52**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	34.8%	60.9%	0.0%	0.0%	4.3%	**3.36**
7. Students at this school perceive staff as supportive of their academic and social advancement.	21.7%	78.3%	0.0%	0.0%	0.0%	**3.22**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	60.9%	30.4%	8.7%	0.0%	0.0%	**3.52**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	60.9%	39.1%	0.0%	0.0%	0.0%	**3.61**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	47.8%	52.2%	0.0%	0.0%	0.0%	**3.48**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	65.2%	34.8%	0.0%	0.0%	0.0%	**3.65**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	69.6%	30.4%	0.0%	0.0%	0.0%	**3.70**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	69.6%	30.4%	0.0%	0.0%	0.0%	**3.70**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	56.5%	43.5%	0.0%	0.0%	0.0%	**3.57**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	56.5%	43.5%	0.0%	0.0%	0.0%	**3.57**
16. The school provides opportunities for students to participate in at least two community service projects per year.	52.2%	34.8%	0.0%	0.0%	13.0%	**3.60**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	39.1%	56.5%	0.0%	0.0%	4.3%	**3.41**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	39.1%	47.8%	8.7%	0.0%	4.3%	**3.32**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	56.5%	39.1%	0.0%	0.0%	4.3%	**3.59**
Accountability						
20. The District values me as an employee.	0.0%	34.8%	21.7%	8.7%	34.8%	**2.40**
21. The school works with community partnerships to strengthen student learning.	22.7%	72.7%	0.0%	0.0%	4.5%	**3.24**
22. Families and the community feel welcomed and connected to the culture of the school.	27.3%	72.7%	0.0%	0.0%	0.0%	**3.27**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	47.8%	52.2%	0.0%	0.0%	0.0%	**3.48**
24. The administration provides me with the support I need to improve my professional practice.	60.9%	34.8%	4.3%	0.0%	0.0%	**3.57**
25. The Superintendent is leading the District in the right direction.	4.3%	56.5%	13.0%	0.0%	26.1%	**2.88**
26. The Board of Education is leading the District in the right direction.	0.0%	56.5%	8.7%	0.0%	34.8%	**2.87**
27. My school is heading in the right direction.	52.2%	43.5%	0.0%	0.0%	4.3%	**3.55**
28. I believe that my school's strategic plan will achieve its goals and objectives.	56.5%	39.1%	0.0%	0.0%	4.3%	**3.59**
29. I would place my child in this school.	60.9%	30.4%	4.3%	0.0%	4.3%	**3.59**
30. Overall, I am satisfied with my job at SFUSD.	13.0%	87.0%	0.0%	0.0%	0.0%	**3.13**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	81.8%	18.2%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	4.3%	73.9%	0.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	13.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	4.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	15.0%	15.0%	70.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	89.5%	5.3%	5.3%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Civic Ctr HS CCS Summary Report

Total 15 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
2. The school provides access to resources that close the achievement gap.	0.0%	66.7%	33.3%	0.0%	0.0%	**2.67**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	46.7%	53.3%	0.0%	0.0%	0.0%	**3.47**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	26.7%	53.3%	20.0%	0.0%	0.0%	**3.07**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	6.7%	53.3%	26.7%	0.0%	13.3%	**2.77**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	40.0%	53.3%	6.7%	0.0%	0.0%	**3.33**
7. Students at this school perceive staff as supportive of their academic and social advancement.	26.7%	66.7%	6.7%	0.0%	0.0%	**3.20**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	6.7%	40.0%	40.0%	6.7%	6.7%	**2.50**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	0.0%	40.0%	40.0%	20.0%	0.0%	**2.20**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	26.7%	66.7%	6.7%	0.0%	0.0%	**3.20**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	0.0%	73.3%	26.7%	0.0%	0.0%	**2.73**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	0.0%	73.3%	13.3%	6.7%	6.7%	**2.71**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	13.3%	66.7%	20.0%	0.0%	0.0%	**2.93**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	6.7%	40.0%	40.0%	13.3%	0.0%	**2.40**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	0.0%	13.3%	40.0%	46.7%	0.0%	**1.67**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	20.0%	33.3%	33.3%	13.3%	**1.85**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	0.0%	26.7%	20.0%	46.7%	6.7%	**1.79**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	20.0%	66.7%	6.7%	6.7%	0.0%	**3.00**
Accountability						
20. The District values me as an employee.	0.0%	64.3%	14.3%	14.3%	7.1%	**2.54**
21. The school works with community partnerships to strengthen student learning.	6.7%	73.3%	20.0%	0.0%	0.0%	**2.87**
22. Families and the community feel welcomed and connected to the culture of the school.	7.1%	50.0%	42.9%	0.0%	0.0%	**2.64**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	6.7%	80.0%	13.3%	0.0%	0.0%	**2.93**
24. The administration provides me with the support I need to improve my professional practice.	20.0%	73.3%	0.0%	0.0%	6.7%	**3.21**
25. The Superintendent is leading the District in the right direction.	0.0%	40.0%	26.7%	6.7%	26.7%	**2.45**
26. The Board of Education is leading the District in the right direction.	0.0%	20.0%	26.7%	13.3%	40.0%	**2.11**
27. My school is heading in the right direction.	20.0%	53.3%	20.0%	0.0%	6.7%	**3.00**
28. I believe that my school's strategic plan will achieve its goals and objectives.	20.0%	46.7%	20.0%	0.0%	13.3%	**3.00**
29. I would place my child in this school.	0.0%	21.4%	14.3%	64.3%	0.0%	**1.57**
30. Overall, I am satisfied with my job at SFUSD.	20.0%	66.7%	13.3%	0.0%	0.0%	**3.07**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	57.1%	42.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	6.7%	0.0%	0.0%	6.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	6.7%	0.0%	46.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	13.3%	6.7%	0.0%	6.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	25.0%	25.0%	8.3%	41.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	66.7%	8.3%	25.0%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Hilltop CAO Summary Report

Please treat these results with caution; there were too few respondents.

Total 8 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	37.5%	12.5%	0.0%	0.0%	50.0%	**3.75**
2. The school provides access to resources that close the achievement gap.	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	100.0%	0.0%	0.0%	0.0%	0.0%	**4.00**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	87.5%	12.5%	0.0%	0.0%	0.0%	**3.88**
7. Students at this school perceive staff as supportive of their academic and social advancement.	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	57.1%	28.6%	0.0%	0.0%	14.3%	**3.67**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	71.4%	28.6%	0.0%	0.0%	0.0%	**3.71**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	37.5%	62.5%	0.0%	0.0%	0.0%	**3.38**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	62.5%	37.5%	0.0%	0.0%	0.0%	**3.63**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	0.0%	25.0%	0.0%	0.0%	75.0%	**3.00**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	100.0%	0.0%	0.0%	0.0%	**3.00**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	28.6%	42.9%	0.0%	0.0%	28.6%	**3.40**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	25.0%	25.0%	0.0%	50.0%	**2.50**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	25.0%	37.5%	12.5%	0.0%	25.0%	**3.17**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	75.0%	25.0%	0.0%	0.0%	0.0%	**3.75**
Accountability						
20. The District values me as an employee.	0.0%	37.5%	12.5%	0.0%	50.0%	**2.75**
21. The school works with community partnerships to strengthen student learning.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
22. Families and the community feel welcomed and connected to the culture of the school.	25.0%	25.0%	0.0%	0.0%	50.0%	**3.50**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	0.0%	75.0%	0.0%	0.0%	25.0%	**3.00**
24. The administration provides me with the support I need to improve my professional practice.	87.5%	12.5%	0.0%	0.0%	0.0%	**3.88**
25. The Superintendent is leading the District in the right direction.	0.0%	0.0%	0.0%	12.5%	87.5%	**1.00**
26. The Board of Education is leading the District in the right direction.	0.0%	25.0%	0.0%	12.5%	62.5%	**2.33**
27. My school is heading in the right direction.	12.5%	75.0%	0.0%	0.0%	12.5%	**3.14**
28. I believe that my school's strategic plan will achieve its goals and objectives.	50.0%	37.5%	0.0%	0.0%	12.5%	**3.57**
29. I would place my child in this school.	12.5%	0.0%	0.0%	0.0%	87.5%	**4.00**
30. Overall, I am satisfied with my job at SFUSD.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	50.0%	50.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	12.5%	12.5%	12.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	37.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	12.5%	0.0%	25.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	12.5%	12.5%	75.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	87.5%	0.0%	12.5%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Woodside CJC Summary Report

Total 12 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.0%	58.3%	0.0%	8.3%	8.3%	**3.09**
2. The school provides access to resources that close the achievement gap.	33.3%	58.3%	0.0%	0.0%	8.3%	**3.36**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	66.7%	33.3%	0.0%	0.0%	0.0%	**3.67**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	25.0%	66.7%	8.3%	0.0%	0.0%	**3.17**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	45.5%	27.3%	9.1%	0.0%	18.2%	**3.44**
7. Students at this school perceive staff as supportive of their academic and social advancement.	16.7%	83.3%	0.0%	0.0%	0.0%	**3.17**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	27.3%	63.6%	9.1%	0.0%	0.0%	**3.18**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	27.3%	45.5%	18.2%	9.1%	0.0%	**2.91**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	33.3%	66.7%	0.0%	0.0%	0.0%	**3.33**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	50.0%	50.0%	0.0%	0.0%	0.0%	**3.50**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	45.5%	45.5%	9.1%	0.0%	0.0%	**3.36**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	30.0%	40.0%	20.0%	10.0%	0.0%	**2.90**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	8.3%	75.0%	8.3%	8.3%	0.0%	**2.83**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	8.3%	58.3%	16.7%	16.7%	0.0%	**2.58**
16. The school provides opportunities for students to participate in at least two community service projects per year.	18.2%	18.2%	9.1%	36.4%	18.2%	**2.22**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	50.0%	41.7%	0.0%	0.0%	8.3%	**3.55**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	8.3%	33.3%	16.7%	16.7%	25.0%	**2.44**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	33.3%	58.3%	0.0%	0.0%	8.3%	**3.36**
Accountability						
20. The District values me as an employee.	16.7%	50.0%	8.3%	16.7%	8.3%	**2.73**
21. The school works with community partnerships to strengthen student learning.	25.0%	75.0%	0.0%	0.0%	0.0%	**3.25**
22. Families and the community feel welcomed and connected to the culture of the school.	9.1%	27.3%	9.1%	18.2%	36.4%	**2.43**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	8.3%	16.7%	33.3%	16.7%	25.0%	**2.22**
24. The administration provides me with the support I need to improve my professional practice.	27.3%	63.6%	9.1%	0.0%	0.0%	**3.18**
25. The Superintendent is leading the District in the right direction.	16.7%	25.0%	16.7%	16.7%	25.0%	**2.56**
26. The Board of Education is leading the District in the right direction.	16.7%	25.0%	16.7%	16.7%	25.0%	**2.56**
27. My school is heading in the right direction.	25.0%	58.3%	0.0%	0.0%	16.7%	**3.30**
28. I believe that my school's strategic plan will achieve its goals and objectives.	16.7%	66.7%	8.3%	0.0%	8.3%	**3.09**
29. I would place my child in this school.	11.1%	0.0%	22.2%	44.4%	22.2%	**1.71**
30. Overall, I am satisfied with my job at SFUSD.	33.3%	50.0%	0.0%	8.3%	8.3%	**3.18**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	36.4%	63.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	8.3%	8.3%	0.0%	16.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	41.7%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	0.0%	0.0%	16.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	0.0%	0.0%	20.0%	80.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	66.7%	16.7%	0.0%	16.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Zone: Area 1 Summary Report

Total 430 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	30.1%	59.3%	4.0%	2.4%	4.2%	**3.22**
2. The school provides access to resources that close the achievement gap.	20.8%	61.0%	13.1%	3.0%	2.1%	**3.02**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	47.4%	49.3%	1.4%	0.7%	1.2%	**3.45**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	44.1%	47.3%	5.6%	1.9%	1.2%	**3.35**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	36.2%	56.1%	4.2%	1.6%	1.9%	**3.29**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	41.9%	49.9%	2.6%	0.7%	4.9%	**3.40**
7. Students at this school perceive staff as supportive of their academic and social advancement.	34.9%	59.0%	2.6%	1.2%	2.4%	**3.31**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	21.5%	47.4%	23.6%	6.5%	0.9%	**2.85**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	37.2%	50.4%	10.3%	1.4%	0.7%	**3.24**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	26.6%	56.5%	12.9%	1.4%	2.6%	**3.11**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	30.5%	60.8%	4.7%	1.4%	2.6%	**3.24**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	39.1%	53.9%	3.0%	0.2%	3.7%	**3.37**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	23.7%	49.3%	15.3%	3.7%	7.9%	**3.01**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	25.5%	55.7%	11.3%	2.8%	4.7%	**3.09**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	34.3%	52.0%	10.0%	1.6%	2.1%	**3.21**
16. The school provides opportunities for students to participate in at least two community service projects per year.	15.4%	30.7%	24.1%	7.6%	22.2%	**2.69**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	21.3%	57.4%	12.6%	4.9%	3.7%	**2.99**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.8%	50.5%	14.3%	6.5%	7.9%	**2.93**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	34.4%	53.6%	2.8%	0.9%	8.3%	**3.32**
Accountability						
20. The District values me as an employee.	6.4%	37.2%	26.1%	13.9%	16.5%	**2.43**
21. The school works with community partnerships to strengthen student learning.	20.0%	58.3%	12.5%	2.4%	6.8%	**3.03**
22. Families and the community feel welcomed and connected to the culture of the school.	25.5%	56.4%	9.0%	2.1%	7.1%	**3.13**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	26.8%	55.7%	10.5%	2.6%	4.4%	**3.12**
24. The administration provides me with the support I need to improve my professional practice.	27.3%	47.4%	17.3%	5.9%	2.1%	**2.98**
25. The Superintendent is leading the District in the right direction.	6.9%	40.8%	17.1%	4.7%	30.6%	**2.72**
26. The Board of Education is leading the District in the right direction.	3.6%	35.2%	17.9%	7.1%	36.2%	**2.55**
27. My school is heading in the right direction.	24.3%	54.6%	8.5%	5.9%	6.6%	**3.04**
28. I believe that my school's strategic plan will achieve its goals and objectives.	21.0%	53.8%	8.5%	2.8%	13.9%	**3.08**
29. I would place my child in this school.	28.4%	42.8%	13.9%	5.2%	9.7%	**3.04**
30. Overall, I am satisfied with my job at SFUSD.	18.4%	65.4%	9.2%	3.8%	3.3%	**3.02**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	82.5%	17.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	3.0%	8.4%	19.1%	4.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.4%	2.3%	2.3%	34.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.2%	2.6%	0.0%	16.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.0%	10.9%	22.8%	53.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.6%	6.0%	1.5%	9.9%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Zone: Area 2 Summary Report

Total 392 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	37.1%	54.1%	5.2%	1.3%	2.3%	**3.30**
2. The school provides access to resources that close the achievement gap.	29.5%	55.3%	10.3%	2.1%	2.8%	**3.15**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	55.6%	42.1%	1.5%	0.0%	0.8%	**3.55**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	46.8%	46.3%	4.6%	1.3%	1.0%	**3.40**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	44.2%	50.1%	2.8%	1.3%	1.5%	**3.39**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	45.4%	49.0%	2.3%	0.5%	2.8%	**3.43**
7. Students at this school perceive staff as supportive of their academic and social advancement.	44.8%	51.2%	2.3%	0.0%	1.8%	**3.43**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	22.6%	43.3%	22.6%	10.0%	1.5%	**2.80**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	38.2%	46.5%	10.9%	1.6%	2.8%	**3.25**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	32.4%	54.2%	11.3%	1.0%	1.0%	**3.19**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	44.9%	50.1%	2.3%	0.3%	2.3%	**3.43**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	44.5%	48.1%	1.8%	0.5%	5.1%	**3.44**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	30.8%	47.0%	11.8%	2.6%	7.7%	**3.15**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	29.0%	54.0%	7.7%	1.3%	8.0%	**3.20**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	37.9%	50.5%	7.2%	1.3%	3.1%	**3.29**
16. The school provides opportunities for students to participate in at least two community service projects per year.	15.5%	23.3%	26.2%	8.0%	26.9%	**2.63**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	26.5%	47.3%	17.0%	5.4%	3.9%	**2.99**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	27.4%	48.2%	11.3%	6.7%	6.4%	**3.03**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	34.3%	50.9%	5.6%	0.0%	9.2%	**3.32**
Accountability						
20. The District values me as an employee.	4.6%	41.5%	26.5%	16.0%	11.3%	**2.39**
21. The school works with community partnerships to strengthen student learning.	24.6%	56.7%	10.8%	1.3%	6.7%	**3.12**
22. Families and the community feel welcomed and connected to the culture of the school.	33.9%	51.9%	8.8%	1.6%	3.9%	**3.23**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	31.4%	51.8%	11.9%	1.3%	3.6%	**3.18**
24. The administration provides me with the support I need to improve my professional practice.	26.5%	54.3%	11.4%	6.2%	1.6%	**3.03**
25. The Superintendent is leading the District in the right direction.	5.4%	36.4%	19.2%	8.2%	30.8%	**2.56**
26. The Board of Education is leading the District in the right direction.	1.8%	33.7%	21.2%	10.6%	32.6%	**2.40**
27. My school is heading in the right direction.	33.0%	51.0%	8.5%	2.1%	5.4%	**3.22**
28. I believe that my school's strategic plan will achieve its goals and objectives.	28.8%	55.0%	4.9%	1.5%	9.8%	**3.23**
29. I would place my child in this school.	33.2%	40.9%	10.3%	4.9%	10.8%	**3.15**
30. Overall, I am satisfied with my job at SFUSD.	22.2%	58.2%	12.4%	3.1%	4.1%	**3.04**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	84.6%	15.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.8%	6.4%	21.4%	3.6%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	4.1%	0.0%	32.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.5%	2.0%	0.3%	17.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	7.9%	14.4%	21.5%	56.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.1%	6.1%	0.6%	11.2%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Zone: Area 3 Summary Report

Total 390 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	31.4%	55.5%	6.5%	1.3%	5.2%	**3.23**
2. The school provides access to resources that close the achievement gap.	24.9%	58.1%	11.3%	1.3%	4.5%	**3.12**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	53.8%	41.8%	0.8%	0.0%	3.6%	**3.55**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	42.1%	48.3%	5.9%	1.6%	2.1%	**3.34**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	45.6%	46.9%	3.9%	0.5%	3.1%	**3.42**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	44.3%	48.5%	2.3%	0.3%	4.6%	**3.44**
7. Students at this school perceive staff as supportive of their academic and social advancement.	38.1%	55.1%	1.8%	0.0%	5.0%	**3.38**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	17.8%	41.8%	27.9%	8.9%	3.7%	**2.71**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	37.3%	50.5%	8.5%	1.8%	1.8%	**3.26**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	32.6%	52.5%	12.7%	0.5%	1.8%	**3.19**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	37.0%	55.0%	4.7%	0.8%	2.6%	**3.32**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	39.8%	52.2%	3.6%	0.0%	4.4%	**3.38**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	22.7%	49.6%	13.8%	3.4%	10.4%	**3.02**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	28.1%	53.4%	13.0%	0.8%	4.7%	**3.14**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	33.3%	54.5%	6.5%	2.1%	3.6%	**3.24**
16. The school provides opportunities for students to participate in at least two community service projects per year.	13.8%	28.7%	22.7%	7.3%	27.4%	**2.68**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	18.9%	44.0%	23.8%	6.0%	7.3%	**2.82**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	20.6%	53.5%	15.7%	2.9%	7.3%	**2.99**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	36.1%	50.0%	6.3%	0.3%	7.3%	**3.32**
Accountability						
20. The District values me as an employee.	5.2%	42.8%	25.3%	13.6%	13.1%	**2.46**
21. The school works with community partnerships to strengthen student learning.	22.2%	60.3%	9.4%	1.6%	6.5%	**3.10**
22. Families and the community feel welcomed and connected to the culture of the school.	32.4%	57.5%	5.7%	1.0%	3.4%	**3.25**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	31.4%	57.7%	7.0%	1.3%	2.6%	**3.22**
24. The administration provides me with the support I need to improve my professional practice.	23.5%	52.2%	15.5%	6.2%	2.6%	**2.95**
25. The Superintendent is leading the District in the right direction.	7.8%	33.7%	18.9%	8.3%	31.3%	**2.60**
26. The Board of Education is leading the District in the right direction.	4.7%	28.1%	21.9%	9.4%	35.9%	**2.44**
27. My school is heading in the right direction.	26.2%	54.3%	8.8%	2.6%	8.1%	**3.13**
28. I believe that my school's strategic plan will achieve its goals and objectives.	22.2%	55.0%	5.7%	2.3%	14.7%	**3.14**
29. I would place my child in this school.	35.0%	41.7%	8.3%	4.4%	10.6%	**3.20**
30. Overall, I am satisfied with my job at SFUSD.	18.7%	61.8%	11.3%	3.1%	5.1%	**3.01**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	84.4%	15.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	1.5%	14.1%	20.0%	3.1%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.3%	2.3%	1.0%	31.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.5%	2.1%	0.0%	15.9%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	13.0%	16.6%	14.4%	56.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.2%	6.7%	0.6%	10.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Mission) Summary Report

Total 271 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	21.7%	63.3%	7.5%	2.6%	4.9%	**3.09**
2. The school provides access to resources that close the achievement gap.	28.3%	58.0%	9.7%	1.9%	2.2%	**3.15**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	35.6%	60.0%	1.9%	1.1%	1.5%	**3.32**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	31.3%	63.4%	1.5%	1.9%	1.9%	**3.27**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	23.7%	63.0%	8.5%	2.6%	2.2%	**3.10**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	33.6%	55.2%	5.2%	0.7%	5.2%	**3.28**
7. Students at this school perceive staff as supportive of their academic and social advancement.	21.9%	64.7%	4.5%	0.7%	8.2%	**3.17**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	23.6%	46.8%	22.5%	4.9%	2.2%	**2.91**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.5%	55.2%	19.0%	3.4%	1.9%	**2.95**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	10.4%	61.6%	22.8%	2.6%	2.6%	**2.82**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	21.5%	67.4%	5.9%	1.1%	4.1%	**3.14**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	28.2%	60.5%	4.1%	0.4%	6.8%	**3.25**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	25.7%	56.5%	9.3%	2.2%	6.3%	**3.13**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	9.7%	56.3%	23.1%	3.0%	7.8%	**2.79**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	19.5%	50.8%	18.4%	5.6%	5.6%	**2.89**
16. The school provides opportunities for students to participate in at least two community service projects per year.	8.6%	25.6%	33.5%	13.2%	19.2%	**2.37**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	11.6%	60.7%	18.0%	3.7%	6.0%	**2.85**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	17.5%	55.8%	14.5%	6.3%	5.9%	**2.90**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	19.0%	63.1%	9.7%	0.7%	7.5%	**3.08**
Accountability						
20. The District values me as an employee.	5.6%	38.1%	29.5%	13.4%	13.4%	**2.41**
21. The school works with community partnerships to strengthen student learning.	21.4%	62.0%	9.2%	1.8%	5.5%	**3.09**
22. Families and the community feel welcomed and connected to the culture of the school.	13.1%	62.9%	12.4%	1.9%	9.7%	**2.97**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	10.0%	61.0%	17.5%	4.8%	6.7%	**2.82**
24. The administration provides me with the support I need to improve my professional practice.	21.8%	52.6%	16.9%	5.6%	3.0%	**2.93**
25. The Superintendent is leading the District in the right direction.	8.2%	39.2%	15.7%	6.0%	31.0%	**2.72**
26. The Board of Education is leading the District in the right direction.	3.8%	30.2%	15.1%	9.4%	41.5%	**2.48**
27. My school is heading in the right direction.	27.6%	52.2%	8.2%	3.0%	9.0%	**3.15**
28. I believe that my school's strategic plan will achieve its goals and objectives.	17.2%	51.5%	9.7%	2.2%	19.4%	**3.04**
29. I would place my child in this school.	14.9%	35.3%	20.8%	12.3%	16.7%	**2.63**
30. Overall, I am satisfied with my job at SFUSD.	14.1%	63.7%	13.0%	4.1%	5.2%	**2.93**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	66.5%	33.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.4%	26.6%	3.3%	5.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.7%	0.4%	0.0%	36.2%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.7%	4.1%	0.0%	12.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	16.4%	19.0%	28.0%	36.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	81.5%	9.2%	4.1%	5.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Mission)- ES only Summary Report

Total 113 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	25.5%	60.0%	6.4%	2.7%	5.5%	**3.14**
2. The school provides access to resources that close the achievement gap.	32.1%	55.4%	10.7%	0.9%	0.9%	**3.20**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	31.3%	65.2%	0.9%	0.9%	1.8%	**3.29**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	29.5%	67.9%	0.0%	2.7%	0.0%	**3.24**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	20.5%	67.0%	8.0%	2.7%	1.8%	**3.07**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	32.4%	57.7%	4.5%	0.0%	5.4%	**3.30**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.9%	68.8%	4.5%	0.0%	8.9%	**3.15**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	26.8%	36.6%	26.8%	8.0%	1.8%	**2.84**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	18.9%	50.5%	24.3%	2.7%	3.6%	**2.89**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	15.3%	64.9%	16.2%	0.0%	3.6%	**2.99**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	25.9%	68.8%	4.5%	0.0%	0.9%	**3.22**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	29.4%	65.1%	2.8%	0.9%	1.8%	**3.25**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	32.4%	62.2%	2.7%	0.9%	1.8%	**3.28**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	7.2%	53.2%	27.0%	4.5%	8.1%	**2.69**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	10.0%	49.1%	28.2%	4.5%	8.2%	**2.70**
16. The school provides opportunities for students to participate in at least two community service projects per year.	2.7%	7.3%	46.4%	22.7%	20.9%	**1.87**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	5.4%	42.3%	35.1%	7.2%	9.9%	**2.51**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	11.7%	49.5%	22.5%	9.9%	6.3%	**2.67**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	17.0%	57.1%	12.5%	0.0%	13.4%	**3.05**
Accountability						
20. The District values me as an employee.	2.7%	32.7%	26.5%	20.4%	17.7%	**2.22**
21. The school works with community partnerships to strengthen student learning.	8.8%	65.5%	15.9%	3.5%	6.2%	**2.85**
22. Families and the community feel welcomed and connected to the culture of the school.	9.0%	64.0%	15.3%	1.8%	9.9%	**2.89**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	8.1%	63.1%	18.0%	4.5%	6.3%	**2.80**
24. The administration provides me with the support I need to improve my professional practice.	24.5%	53.6%	13.6%	5.5%	2.7%	**3.00**
25. The Superintendent is leading the District in the right direction.	9.0%	37.8%	9.0%	9.9%	34.2%	**2.70**
26. The Board of Education is leading the District in the right direction.	1.8%	29.1%	11.8%	12.7%	44.5%	**2.36**
27. My school is heading in the right direction.	26.5%	60.2%	6.2%	3.5%	3.5%	**3.14**
28. I believe that my school's strategic plan will achieve its goals and objectives.	18.9%	55.0%	9.9%	1.8%	14.4%	**3.06**
29. I would place my child in this school.	13.3%	31.0%	23.0%	12.4%	20.4%	**2.57**
30. Overall, I am satisfied with my job at SFUSD.	11.5%	60.2%	17.7%	5.3%	5.3%	**2.82**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	78.7%	21.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	2.7%	27.4%	2.7%	3.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.9%	0.0%	0.0%	38.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	1.8%	0.0%	14.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	17.2%	17.2%	31.3%	34.3%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	85.5%	13.2%	1.3%	0.0%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Mission)- MS only Summary Report

Total 56 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	12.7%	60.0%	16.4%	3.6%	7.3%	**2.88**
2. The school provides access to resources that close the achievement gap.	21.4%	55.4%	12.5%	5.4%	5.4%	**2.98**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	32.1%	62.5%	1.8%	0.0%	3.6%	**3.31**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	31.5%	63.0%	0.0%	1.9%	3.7%	**3.29**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	12.5%	62.5%	17.9%	3.6%	3.6%	**2.87**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	23.6%	58.2%	7.3%	0.0%	10.9%	**3.18**
7. Students at this school perceive staff as supportive of their academic and social advancement.	14.5%	61.8%	5.5%	1.8%	16.4%	**3.07**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	16.4%	47.3%	27.3%	3.6%	5.5%	**2.81**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	5.5%	49.1%	34.5%	9.1%	1.8%	**2.52**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	3.6%	45.5%	41.8%	5.5%	3.6%	**2.49**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	25.0%	53.6%	10.7%	1.8%	8.9%	**3.12**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	39.3%	44.6%	3.6%	0.0%	12.5%	**3.41**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	19.6%	53.6%	8.9%	3.6%	14.3%	**3.04**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	8.9%	57.1%	25.0%	1.8%	7.1%	**2.79**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	10.9%	47.3%	21.8%	14.5%	5.5%	**2.58**
16. The school provides opportunities for students to participate in at least two community service projects per year.	9.3%	20.4%	37.0%	9.3%	24.1%	**2.39**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	12.7%	72.7%	9.1%	1.8%	3.6%	**3.00**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.1%	64.3%	12.5%	3.6%	3.6%	**2.96**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	16.4%	67.3%	7.3%	1.8%	7.3%	**3.06**
Accountability						
20. The District values me as an employee.	7.1%	41.1%	28.6%	10.7%	12.5%	**2.51**
21. The school works with community partnerships to strengthen student learning.	10.7%	71.4%	8.9%	1.8%	7.1%	**2.98**
22. Families and the community feel welcomed and connected to the culture of the school.	8.9%	55.4%	16.1%	5.4%	14.3%	**2.79**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	5.4%	51.8%	23.2%	8.9%	10.7%	**2.60**
24. The administration provides me with the support I need to improve my professional practice.	16.4%	47.3%	23.6%	7.3%	5.5%	**2.77**
25. The Superintendent is leading the District in the right direction.	5.5%	34.5%	32.7%	5.5%	21.8%	**2.51**
26. The Board of Education is leading the District in the right direction.	7.4%	24.1%	22.2%	11.1%	35.2%	**2.43**
27. My school is heading in the right direction.	31.5%	38.9%	11.1%	3.7%	14.8%	**3.15**
28. I believe that my school's strategic plan will achieve its goals and objectives.	16.4%	47.3%	10.9%	3.6%	21.8%	**2.98**
29. I would place my child in this school.	16.4%	43.6%	20.0%	12.7%	7.3%	**2.69**
30. Overall, I am satisfied with my job at SFUSD.	12.5%	66.1%	14.3%	5.4%	1.8%	**2.87**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	69.6%	30.4%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	1.8%	32.1%	3.6%	8.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	32.1%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	1.8%	7.1%	0.0%	14.3%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	16.3%	22.4%	30.6%	30.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	83.0%	6.4%	6.4%	4.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Mission)- HS only Summary Report

Total 102 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	22.5%	68.6%	3.9%	2.0%	2.9%	**3.15**
2. The school provides access to resources that close the achievement gap.	27.7%	62.4%	6.9%	1.0%	2.0%	**3.19**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	42.2%	52.9%	2.9%	2.0%	0.0%	**3.35**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	33.3%	58.8%	3.9%	1.0%	2.9%	**3.28**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	33.3%	58.8%	3.9%	2.0%	2.0%	**3.26**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	40.2%	51.0%	4.9%	2.0%	2.0%	**3.32**
7. Students at this school perceive staff as supportive of their academic and social advancement.	30.4%	61.8%	3.9%	1.0%	2.9%	**3.25**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	24.0%	58.0%	15.0%	2.0%	1.0%	**3.05**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	30.4%	63.7%	4.9%	1.0%	0.0%	**3.24**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	8.8%	66.7%	19.6%	3.9%	1.0%	**2.81**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	14.7%	73.5%	4.9%	2.0%	4.9%	**3.06**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.8%	64.4%	5.9%	0.0%	8.9%	**3.16**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	21.6%	52.0%	16.7%	2.9%	6.9%	**2.99**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	12.9%	59.4%	17.8%	2.0%	7.9%	**2.90**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	34.7%	54.5%	5.9%	2.0%	3.0%	**3.26**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.7%	48.0%	17.6%	4.9%	14.7%	**2.85**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	17.8%	74.3%	4.0%	1.0%	3.0%	**3.12**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	24.5%	57.8%	6.9%	3.9%	6.9%	**3.11**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	22.8%	67.3%	7.9%	1.0%	1.0%	**3.13**
Accountability						
20. The District values me as an employee.	8.1%	42.4%	33.3%	7.1%	9.1%	**2.57**
21. The school works with community partnerships to strengthen student learning.	41.2%	52.9%	2.0%	0.0%	3.9%	**3.41**
22. Families and the community feel welcomed and connected to the culture of the school.	20.0%	66.0%	7.0%	0.0%	7.0%	**3.14**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	14.7%	63.7%	13.7%	2.9%	4.9%	**2.95**
24. The administration provides me with the support I need to improve my professional practice.	21.8%	54.5%	16.8%	5.0%	2.0%	**2.95**
25. The Superintendent is leading the District in the right direction.	8.8%	43.1%	13.7%	2.0%	32.4%	**2.87**
26. The Board of Education is leading the District in the right direction.	4.0%	34.7%	14.9%	5.0%	41.6%	**2.64**
27. My school is heading in the right direction.	26.7%	50.5%	8.9%	2.0%	11.9%	**3.16**
28. I believe that my school's strategic plan will achieve its goals and objectives.	15.7%	50.0%	8.8%	2.0%	23.5%	**3.04**
29. I would place my child in this school.	15.8%	35.6%	18.8%	11.9%	17.8%	**2.67**
30. Overall, I am satisfied with my job at SFUSD.	17.8%	66.3%	6.9%	2.0%	6.9%	**3.07**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	52.0%	48.0%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	7.8%	22.5%	3.9%	5.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	1.0%	0.0%	36.3%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	1.0%	4.9%	0.0%	9.8%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	15.5%	19.0%	22.6%	42.9%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	76.4%	6.9%	5.6%	11.1%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Bayview) Summary Report

Total 138 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	17.5%	54.7%	15.3%	3.6%	8.8%	**2.94**
2. The school provides access to resources that close the achievement gap.	21.9%	49.6%	18.2%	5.8%	4.4%	**2.92**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	25.5%	63.5%	5.1%	2.2%	3.6%	**3.17**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	30.1%	54.4%	9.6%	3.7%	2.2%	**3.14**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	21.0%	56.5%	13.0%	5.8%	3.6%	**2.96**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	32.1%	53.3%	6.6%	1.5%	6.6%	**3.24**
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.7%	61.5%	10.4%	3.0%	4.4%	**3.05**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	18.8%	50.0%	22.5%	5.1%	3.6%	**2.86**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	14.6%	56.2%	21.9%	4.4%	2.9%	**2.83**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	14.6%	54.7%	24.1%	3.6%	2.9%	**2.83**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	28.1%	55.6%	9.6%	2.2%	4.4%	**3.15**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	25.0%	56.6%	9.6%	2.2%	6.6%	**3.12**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	19.7%	49.6%	20.4%	4.4%	5.8%	**2.90**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	7.5%	39.6%	31.3%	14.2%	7.5%	**2.44**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	16.7%	45.7%	24.6%	5.8%	7.2%	**2.79**
16. The school provides opportunities for students to participate in at least two community service projects per year.	3.8%	9.8%	37.1%	22.7%	26.5%	**1.93**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	15.4%	60.3%	14.7%	5.1%	4.4%	**2.90**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	14.1%	39.3%	21.5%	10.4%	14.8%	**2.67**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	18.4%	56.6%	14.0%	3.7%	7.4%	**2.97**
Accountability						
20. The District values me as an employee.	8.9%	34.1%	31.1%	11.9%	14.1%	**2.47**
21. The school works with community partnerships to strengthen student learning.	16.8%	53.3%	14.6%	6.6%	8.8%	**2.88**
22. Families and the community feel welcomed and connected to the culture of the school.	10.3%	47.8%	25.0%	6.6%	10.3%	**2.69**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	13.2%	47.8%	22.8%	9.6%	6.6%	**2.69**
24. The administration provides me with the support I need to improve my professional practice.	19.3%	51.1%	11.9%	12.6%	5.2%	**2.81**
25. The Superintendent is leading the District in the right direction.	7.4%	31.9%	21.5%	10.4%	28.9%	**2.51**
26. The Board of Education is leading the District in the right direction.	6.7%	21.5%	28.9%	11.9%	31.1%	**2.33**
27. My school is heading in the right direction.	20.1%	43.3%	14.9%	11.2%	10.4%	**2.81**
28. I believe that my school's strategic plan will achieve its goals and objectives.	13.3%	48.9%	13.3%	11.9%	12.6%	**2.73**
29. I would place my child in this school.	7.4%	21.3%	26.5%	26.5%	18.4%	**2.12**
30. Overall, I am satisfied with my job at SFUSD.	18.2%	54.0%	16.8%	5.1%	5.8%	**2.91**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	71.4%	28.6%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	18.8%	5.8%	5.8%	6.5%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	31.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.7%	2.9%	0.0%	21.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	14.3%	24.4%	19.3%	42.0%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	77.4%	9.6%	4.3%	8.7%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Bayview)- ES only Summary Report

Total 54 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	33.3%	55.6%	5.6%	0.0%	5.6%	**3.29**
2. The school provides access to resources that close the achievement gap.	33.3%	59.3%	3.7%	0.0%	3.7%	**3.31**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	40.7%	55.6%	0.0%	0.0%	3.7%	**3.42**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	47.2%	52.8%	0.0%	0.0%	0.0%	**3.47**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	35.2%	61.1%	1.9%	0.0%	1.9%	**3.34**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	46.3%	46.3%	3.7%	0.0%	3.7%	**3.44**
7. Students at this school perceive staff as supportive of their academic and social advancement.	30.2%	66.0%	1.9%	0.0%	1.9%	**3.29**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	31.5%	51.9%	11.1%	1.9%	3.7%	**3.17**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	15.1%	52.8%	26.4%	3.8%	1.9%	**2.81**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	29.6%	53.7%	14.8%	1.9%	0.0%	**3.11**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	42.6%	51.9%	3.7%	0.0%	1.9%	**3.40**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	33.3%	53.7%	7.4%	0.0%	5.6%	**3.27**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	30.2%	52.8%	15.1%	0.0%	1.9%	**3.15**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	15.4%	59.6%	15.4%	3.8%	5.8%	**2.92**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	38.9%	50.0%	11.1%	0.0%	0.0%	**3.28**
16. The school provides opportunities for students to participate in at least two community service projects per year.	7.7%	17.3%	36.5%	13.5%	25.0%	**2.26**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	26.4%	58.5%	9.4%	1.9%	3.8%	**3.14**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	28.3%	54.7%	5.7%	3.8%	7.5%	**3.16**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	25.9%	55.6%	11.1%	1.9%	5.6%	**3.12**
Accountability						
20. The District values me as an employee.	11.1%	40.7%	27.8%	3.7%	16.7%	**2.71**
21. The school works with community partnerships to strengthen student learning.	29.6%	57.4%	5.6%	0.0%	7.4%	**3.26**
22. Families and the community feel welcomed and connected to the culture of the school.	18.9%	64.2%	13.2%	0.0%	3.8%	**3.06**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	24.5%	54.7%	18.9%	1.9%	0.0%	**3.02**
24. The administration provides me with the support I need to improve my professional practice.	29.6%	55.6%	5.6%	5.6%	3.7%	**3.13**
25. The Superintendent is leading the District in the right direction.	15.1%	43.4%	20.8%	5.7%	15.1%	**2.80**
26. The Board of Education is leading the District in the right direction.	15.4%	32.7%	23.1%	7.7%	21.2%	**2.71**
27. My school is heading in the right direction.	32.7%	55.8%	3.8%	1.9%	5.8%	**3.27**
28. I believe that my school's strategic plan will achieve its goals and objectives.	26.4%	54.7%	7.5%	3.8%	7.5%	**3.12**
29. I would place my child in this school.	13.2%	28.3%	24.5%	15.1%	18.9%	**2.49**
30. Overall, I am satisfied with my job at SFUSD.	29.6%	59.3%	7.4%	3.7%	0.0%	**3.15**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	75.5%	24.5%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	37.0%	1.9%	3.7%	3.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	31.5%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	3.7%	0.0%	13.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	4.3%	28.3%	21.7%	45.7%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	75.6%	13.3%	2.2%	8.9%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Bayview)- K8 only Summary Report

Total 34 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	8.8%	61.8%	17.6%	2.9%	8.8%	**2.84**
2. The school provides access to resources that close the achievement gap.	29.4%	50.0%	14.7%	5.9%	0.0%	**3.03**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	17.6%	70.6%	8.8%	2.9%	0.0%	**3.03**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	29.4%	55.9%	11.8%	2.9%	0.0%	**3.12**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	0.0%	58.8%	20.6%	17.6%	2.9%	**2.42**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	9.1%	69.7%	15.2%	3.0%	3.0%	**2.88**
7. Students at this school perceive staff as supportive of their academic and social advancement.	5.9%	61.8%	20.6%	2.9%	8.8%	**2.77**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	23.5%	38.2%	23.5%	11.8%	2.9%	**2.76**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	11.8%	55.9%	20.6%	5.9%	5.9%	**2.78**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	3.0%	60.6%	30.3%	3.0%	3.0%	**2.66**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	29.4%	55.9%	14.7%	0.0%	0.0%	**3.15**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	32.4%	50.0%	8.8%	8.8%	0.0%	**3.06**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	23.5%	52.9%	20.6%	0.0%	2.9%	**3.03**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	0.0%	29.4%	32.4%	26.5%	11.8%	**2.03**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	2.9%	32.4%	38.2%	2.9%	23.5%	**2.46**
16. The school provides opportunities for students to participate in at least two community service projects per year.	0.0%	6.3%	40.6%	21.9%	31.3%	**1.77**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	14.7%	61.8%	11.8%	11.8%	0.0%	**2.79**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	5.9%	32.4%	32.4%	14.7%	14.7%	**2.34**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	11.8%	64.7%	8.8%	2.9%	11.8%	**2.97**
Accountability						
20. The District values me as an employee.	6.5%	32.3%	25.8%	12.9%	22.6%	**2.42**
21. The school works with community partnerships to strengthen student learning.	11.8%	64.7%	11.8%	2.9%	8.8%	**2.94**
22. Families and the community feel welcomed and connected to the culture of the school.	3.0%	39.4%	39.4%	6.1%	12.1%	**2.45**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	9.1%	45.5%	33.3%	6.1%	6.1%	**2.61**
24. The administration provides me with the support I need to improve my professional practice.	14.7%	52.9%	23.5%	5.9%	2.9%	**2.79**
25. The Superintendent is leading the District in the right direction.	3.0%	33.3%	18.2%	3.0%	42.4%	**2.63**
26. The Board of Education is leading the District in the right direction.	0.0%	17.6%	26.5%	8.8%	47.1%	**2.17**
27. My school is heading in the right direction.	26.5%	35.3%	17.6%	5.9%	14.7%	**2.97**
28. I believe that my school's strategic plan will achieve its goals and objectives.	8.8%	52.9%	11.8%	5.9%	20.6%	**2.81**
29. I would place my child in this school.	2.9%	14.7%	38.2%	17.6%	26.5%	**2.04**
30. Overall, I am satisfied with my job at SFUSD.	6.1%	54.5%	24.2%	0.0%	15.2%	**2.79**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	93.8%	6.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	0.0%	2.9%	0.0%	2.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	55.9%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	2.9%	0.0%	0.0%	26.5%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	25.8%	29.0%	22.6%	22.6%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	90.0%	6.7%	0.0%	3.3%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Superintendent's Zone (Bayview)- HS only Summary Report

Total 50 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	6.1%	49.0%	24.5%	8.2%	12.2%	**2.60**
2. The school provides access to resources that close the achievement gap.	4.1%	38.8%	36.7%	12.2%	8.2%	**2.38**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	14.3%	67.3%	8.2%	4.1%	6.1%	**2.98**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	12.2%	55.1%	18.4%	8.2%	6.1%	**2.76**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	20.0%	50.0%	20.0%	4.0%	6.0%	**2.91**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	32.0%	50.0%	4.0%	2.0%	12.0%	**3.27**
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.8%	56.3%	12.5%	6.3%	4.2%	**2.96**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	2.0%	56.0%	34.0%	4.0%	4.0%	**2.58**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	16.0%	60.0%	18.0%	4.0%	2.0%	**2.90**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	6.0%	52.0%	30.0%	6.0%	6.0%	**2.62**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	10.6%	59.6%	12.8%	6.4%	10.6%	**2.83**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	10.4%	64.6%	12.5%	0.0%	12.5%	**2.98**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	6.0%	44.0%	26.0%	12.0%	12.0%	**2.50**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	4.2%	25.0%	47.9%	16.7%	6.3%	**2.18**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	2.0%	50.0%	30.0%	14.0%	4.0%	**2.42**
16. The school provides opportunities for students to participate in at least two community service projects per year.	2.1%	4.2%	35.4%	33.3%	25.0%	**1.67**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	4.1%	61.2%	22.4%	4.1%	8.2%	**2.71**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	4.2%	27.1%	31.3%	14.6%	22.9%	**2.27**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	14.6%	52.1%	20.8%	6.3%	6.3%	**2.80**
Accountability						
20. The District values me as an employee.	8.0%	28.0%	38.0%	20.0%	6.0%	**2.26**
21. The school works with community partnerships to strengthen student learning.	6.1%	40.8%	26.5%	16.3%	10.2%	**2.41**
22. Families and the community feel welcomed and connected to the culture of the school.	6.0%	36.0%	28.0%	14.0%	16.0%	**2.40**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	4.0%	42.0%	20.0%	20.0%	14.0%	**2.35**
24. The administration provides me with the support I need to improve my professional practice.	10.6%	44.7%	10.6%	25.5%	8.5%	**2.44**
25. The Superintendent is leading the District in the right direction.	2.0%	18.4%	24.5%	20.4%	34.7%	**2.03**
26. The Board of Education is leading the District in the right direction.	2.0%	12.2%	36.7%	18.4%	30.6%	**1.97**
27. My school is heading in the right direction.	2.1%	35.4%	25.0%	25.0%	12.5%	**2.17**
28. I believe that my school's strategic plan will achieve its goals and objectives.	2.1%	39.6%	20.8%	25.0%	12.5%	**2.21**
29. I would place my child in this school.	4.1%	18.4%	20.4%	44.9%	12.2%	**1.79**
30. Overall, I am satisfied with my job at SFUSD.	14.0%	48.0%	22.0%	10.0%	6.0%	**2.70**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	52.1%	47.9%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	12.0%	12.0%	12.0%	12.0%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	0.0%	0.0%	0.0%	16.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.0%	4.0%	0.0%	26.0%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	16.7%	16.7%	14.3%	52.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	70.0%	7.5%	10.0%	12.5%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Zone: Middle Schools Summary Report

Total 388 Respondents

Questions	RESPONSE PERCENT Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	15.0%	64.6%	8.7%	2.6%	9.0%	**3.01**
2. The school provides access to resources that close the achievement gap.	12.7%	63.3%	14.2%	4.7%	5.0%	**2.88**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	28.1%	61.5%	6.0%	0.5%	3.9%	**3.22**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	21.5%	57.5%	15.0%	2.6%	3.4%	**3.01**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	18.8%	58.7%	17.2%	1.9%	3.4%	**2.98**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	23.0%	62.5%	7.8%	0.3%	6.5%	**3.16**
7. Students at this school perceive staff as supportive of their academic and social advancement.	17.7%	67.2%	6.5%	0.5%	8.1%	**3.11**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	11.5%	46.9%	28.4%	10.7%	2.6%	**2.61**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	20.3%	56.9%	16.1%	4.2%	2.6%	**2.96**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	17.4%	57.9%	18.4%	3.9%	2.3%	**2.91**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	16.4%	63.2%	12.0%	2.1%	6.3%	**3.00**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	18.2%	60.3%	11.4%	1.6%	8.6%	**3.04**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	14.2%	47.9%	20.8%	7.4%	9.7%	**2.76**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	13.4%	55.4%	21.0%	2.9%	7.3%	**2.86**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	34.1%	49.2%	12.5%	1.0%	3.1%	**3.20**
16. The school provides opportunities for students to participate in at least two community service projects per year.	14.6%	32.6%	22.7%	7.6%	22.5%	**2.70**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	16.4%	63.1%	12.7%	3.4%	4.4%	**2.97**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	16.7%	54.6%	11.5%	6.3%	11.0%	**2.92**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	19.5%	62.0%	11.9%	0.0%	6.6%	**3.08**
Accountability						
20. The District values me as an employee.	3.2%	37.5%	30.3%	16.9%	12.1%	**2.31**
21. The school works with community partnerships to strengthen student learning.	14.4%	56.1%	18.0%	2.3%	9.1%	**2.91**
22. Families and the community feel welcomed and connected to the culture of the school.	14.2%	56.1%	17.4%	3.2%	9.2%	**2.90**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	14.8%	55.8%	18.3%	4.0%	7.1%	**2.88**
24. The administration provides me with the support I need to improve my professional practice.	22.5%	50.5%	15.6%	8.2%	3.2%	**2.90**
25. The Superintendent is leading the District in the right direction.	5.5%	34.3%	23.0%	9.5%	27.7%	**2.50**
26. The Board of Education is leading the District in the right direction.	4.5%	25.5%	25.0%	13.0%	31.9%	**2.32**
27. My school is heading in the right direction.	15.8%	57.6%	12.6%	5.3%	8.7%	**2.92**
28. I believe that my school's strategic plan will achieve its goals and objectives.	11.0%	49.3%	11.0%	3.9%	24.8%	**2.90**
29. I would place my child in this school.	16.8%	40.8%	18.3%	9.9%	14.1%	**2.75**
30. Overall, I am satisfied with my job at SFUSD.	15.4%	62.4%	13.8%	5.5%	2.9%	**2.90**

Background Information	RESPONSE PERCENT - A-	- B-	- C-	- D-	- E-
A. My Gender: (A) Female, (B) Male	58.2%	41.8%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	5.4%	9.0%	15.2%	3.9%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	1.5%	0.8%	39.4%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.5%	1.5%	0.5%	14.7%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	12.9%	15.7%	22.0%	49.4%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	79.9%	2.6%	6.0%	11.6%	0.0%

SFUSD School Staff Satisfaction Survey 2012
Zone: High Schools Summary Report

Total 705 Respondents

Questions	Strongly Agree - 4 -	Agree - 3 -	Disagree - 2 -	Strongly Disagree - 1 -	Don't Know	MEAN
	RESPONSE PERCENT					
Access and Equity						
1. School staff defines and contributes to the school's vision and core values, as described in its Balanced Scorecard.	20.5%	61.5%	7.4%	2.5%	8.1%	**3.09**
2. The school provides access to resources that close the achievement gap.	14.7%	63.2%	15.6%	3.3%	3.2%	**2.92**
3. Teachers at my school believe that their efforts make a difference in their students' learning. (Self Efficacy)	34.9%	60.5%	2.0%	0.7%	1.9%	**3.32**
4. Teachers in my school work together to improve their instructional practice. (Professional Learning Communities)	29.9%	56.4%	10.4%	1.9%	1.4%	**3.16**
5. School staff values and builds on our students' languages, cultures, and lived experiences. (Culturally and Linguistically Responsive Pedagogy)	22.1%	60.9%	8.5%	2.4%	6.0%	**3.09**
6. Students at this school have a meaningful and caring relationship with at least one adult advocate.	37.4%	49.1%	4.6%	0.7%	8.2%	**3.34**
7. Students at this school perceive staff as supportive of their academic and social advancement.	20.8%	69.3%	4.7%	0.7%	4.5%	**3.15**
8. Teachers have sufficient materials to teach their classes, including books and audio/visual equipment.	13.3%	47.6%	25.6%	11.0%	2.5%	**2.65**
9. My school is a safe place for teaching and learning from early in the morning to late at night.	34.1%	54.5%	7.3%	2.4%	1.7%	**3.22**
Student Achievement						
10. Expectations are clear for students, school staff, and families.	19.3%	62.7%	13.8%	2.1%	2.0%	**3.01**
11. School staff uses standards-based instruction that includes a plan for differentiated instruction, accelerated learning, engagement, and assessment.	16.9%	68.3%	8.7%	0.7%	5.5%	**3.07**
12. Teachers in this school use multiple assessment practices to measure student progress throughout the year.	20.8%	61.7%	7.7%	0.6%	9.2%	**3.13**
13. Professional development for staff is ongoing, research based, and clearly related to the school's Balanced Scorecard.	12.4%	48.7%	22.6%	6.3%	9.9%	**2.75**
14. Students participate in a wide variety of intensive and high-quality courses and activities during the school day to foster joyful 21st Century learning.	19.4%	54.0%	17.9%	2.5%	6.2%	**2.96**
15. The school provides high quality extra curricular and/or afterschool programs. (Extended Learning Opportunities)	36.7%	48.4%	9.5%	3.3%	2.0%	**3.21**
16. The school provides opportunities for students to participate in at least two community service projects per year.	18.9%	36.3%	15.2%	5.8%	23.8%	**2.90**
17. Teachers at this school use educational technology to enhance and promote the technological fluency of their students.	18.5%	64.5%	11.3%	1.6%	4.1%	**3.04**
18. The school receives critical resources for sports, library, arts and music, mental health, and student support services. (Proposition H funds)	17.7%	46.6%	13.2%	7.5%	15.1%	**2.88**
19. Teachers in my school have the skills and knowledge to prepare students for post-secondary education and for a high-skills economy. (Citizens of Tomorrow)	29.4%	57.3%	7.5%	1.2%	4.6%	**3.21**
Accountability						
20. The District values me as an employee.	3.9%	29.5%	30.8%	21.3%	14.5%	**2.19**
21. The school works with community partnerships to strengthen student learning.	18.7%	57.3%	11.5%	2.3%	10.2%	**3.03**
22. Families and the community feel welcomed and connected to the culture of the school.	13.5%	54.1%	16.7%	2.5%	13.3%	**2.91**
23. Families are informed, included, and involved as partners and decision makers in the education of our children.	11.9%	55.7%	19.9%	3.3%	9.2%	**2.84**
24. The administration provides me with the support I need to improve my professional practice.	15.9%	53.2%	19.9%	7.8%	3.2%	**2.80**
25. The Superintendent is leading the District in the right direction.	3.1%	22.0%	24.5%	18.8%	31.7%	**2.14**
26. The Board of Education is leading the District in the right direction.	2.6%	16.6%	25.7%	20.5%	34.6%	**2.02**
27. My school is heading in the right direction.	15.4%	55.7%	13.3%	5.6%	10.0%	**2.90**
28. I believe that my school's strategic plan will achieve its goals and objectives.	12.3%	54.0%	10.8%	4.6%	18.3%	**2.90**
29. I would place my child in this school.	19.4%	38.7%	15.2%	11.4%	15.3%	**2.78**
30. Overall, I am satisfied with my job at SFUSD.	16.7%	62.0%	12.8%	4.2%	4.3%	**2.95**

Background Information	- A-	- B-	- C-	- D-	- E-
	RESPONSE PERCENT				
A. My Gender: (A) Female, (B) Male	52.7%	47.3%			
B-1. My Ethnicity: (A) African American, (B) Latino, (C) Chinese, (D) Other Non-White	4.0%	9.8%	9.8%	3.7%	
B-2. My Ethnicity: (A) Native American, (B) Japanese, (C) Korean, (D) Other White	1.0%	1.4%	0.7%	43.0%	
B-3. My Ethnicity: (A) Pacific Islander, (B) Filipino, (C) Samoan, (D) Decline to State	0.9%	4.5%	0.3%	15.2%	
C. I have been a teacher for: (A) 2 yrs or less, (B) 3-5 yrs, (C) 6-10 yrs, (D) More than 10 yrs	8.7%	13.0%	21.2%	57.1%	
D. My Primary Position: (A) Classroom Teacher, (B) Resource Teacher, (C) Counselor, (D) Paraprofessional, (E) Other	82.7%	3.9%	6.0%	7.3%	0.0%