

	Ratings					Relative Percentages				
	5	4	3	2	1	5	4	3	2	1
Q1. Our school's purpose statement is clearly focused on student success.	48%	46%	5%	1%	0%					
Q2. Our schools purpose statement is formally reviewed and revised with involvement from stakeholders.	24%	41%	25%	7%	3%					
Q3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.	34%	42%	17%	7%	0%					
Q4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.	27%	46%	18%	7%	3%					
Q5. Our school has a continuous improvement process based on data, goals, actions, and measures for growth.	44%	42%	9%	4%	1%					
Q6. Our school's governing body or school board complies with all policies, procedures, laws, and regulations.	23%	37%	25%	7%	8%					
Q7. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership.	22%	40%	26%	9%	3%					
Q8. Our school's leaders support an innovative and collaborative culture.	44%	38%	9%	7%	3%					
Q9. Our school's leaders expect staff members to hold all students to high academic standards.	58%	32%	8%	1%	1%					
Q10. Our school's leaders hold themselves accountable for student learning.	42%	28%	23%	5%	2%					
Q11. Our school's leaders hold staff members accountable for student learning.	59%	32%	6%	3%	0%					
Q12. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	46%	37%	16%	1%	1%					
Q13. Our school's leaders ensure all staff members use supervisory feedback to improve student learning.	36%	42%	17%	3%	1%					
Q14. Our school's leaders engage effectively with all stakeholders about the school's purpose and direction.	32%	41%	20%	7%	1%					
Q15. Our school's leaders provide opportunities for stakeholders to be involved in the school.	32%	45%	21%	3%	0%					

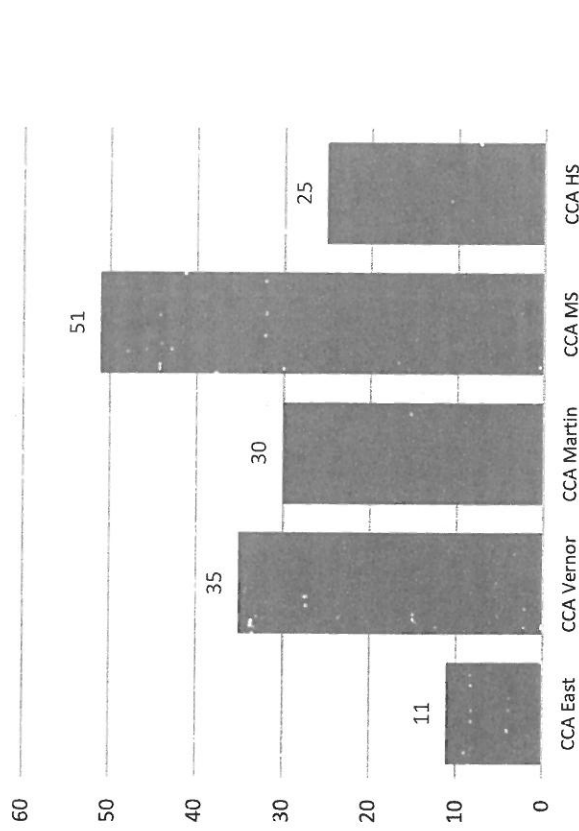
	Ratings					Relative Percentages				
	5	4	3	2	1	5	4	3	2	1
Q27. In our school, related learning support services are provided for all students based on their needs.	31%	39%	18%	9%	2%					
Q28. In our school, a formal structure exists so that each student is well known by at least one adult advocate in the school who supports that student's educational experience.	36%	40%	15%	7%	1%					
Q29. In our school, all staff members use student data to address the unique learning needs of all students.	34%	42%	20%	3%	0%					
Q30. In our school, staff members provide peer coaching to teachers.	33%	46%	15%	5%	1%					
Q31. In our school, a formal process is in place to support new staff members in their professional practice.	21%	48%	15%	9%	8%					
Q32. In our school, all staff members participate in continuous professional learning based on identified needs of the school.	34%	45%	16%	5%	1%					
Q33. In our school, a professional learning program is designed to build capacity among all professional and support staff members.	23%	49%	19%	9%	0%					
Q34. In our school, all school personnel regularly engage families in their children's learning progress.	25%	49%	15%	12%	0%					
Q35. In our school, all stakeholders are informed of policies, processes, and procedures related to grading and reporting.	27%	45%	20%	5%	3%					
Q36. Our school provides qualified staff members to support student learning.	47%	41%	10%	2%	0%					
Q37. Our school provides instructional time and resources to support our school's goals and priorities.	34%	46%	15%	4%	1%					
Q38. Our school provides sufficient material resources to meet student needs.	29%	40%	16%	10%	5%					
Q39. Our school provides protected instructional time.	39%	38%	16%	3%	3%					
Q40. Our school provides a variety of information resources to support student learning.	31%	45%	15%	9%	1%					

	Ratings					Relative Percentages				
	5	4	3	2	1	5	4	3	2	1
Q41. Our school provides a plan for the acquisition and support of technology to support student learning.	30%	41%	18%	9%	3%					
Q42. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	25%	45%	18%	11%	2%					
Q43. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	28%	36%	23%	11%	1%					
Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).										
Q44. Our school provides opportunities for students to participate in activities that interest them.	21%	42%	26%	9%	3%					
Q45. Our school maintains facilities that support student learning.	30%	49%	14%	7%	0%					
Q46. Our school maintains facilities that contribute to a safe environment.	36%	47%	11%	5%	1%					
Q47. Our school uses multiple assessment measures to determine student learning and school performance.	43%	41%	13%	1%	1%					
Q48. Our school employs consistent assessment measures across classrooms and courses.	37%	44%	17%	3%	0%					
Q49. Our school has a systematic process for collecting, analyzing, and using data.	34%	42%	17%	7%	0%					
Q50. Our school ensures all staff members are trained in the evaluation, interpretation and use of data.	26%	37%	19%	12%	7%					
Q51. Our school uses data to monitor student readiness and success at the next level.	31%	50%	15%	4%	0%					
Q52. Our school leaders monitor data related to student achievement.	42%	44%	13%	1%	0%					
Q53. Our school leaders monitor data related to school continuous improvement goals.	42%	44%	11%	3%	0%					

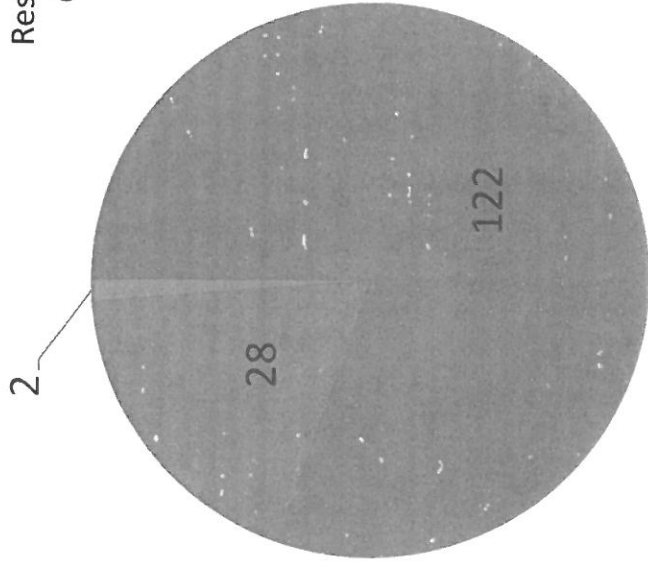
School: Cesar Chavez Academy (District)

Staff Survey (2014-15)

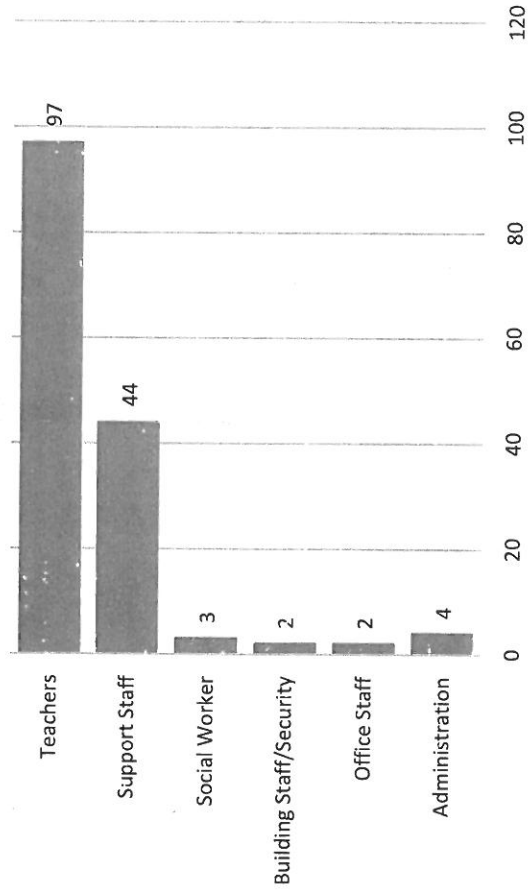
Number of Responses = 152



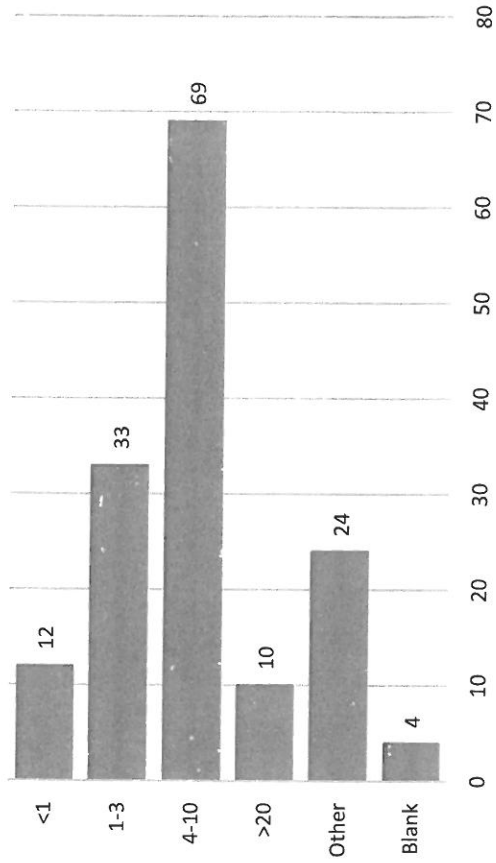
Responses by Gender



Responses by Role



Responses by Years of Experience



School: Cesar Chavez Academy (District)

Staff Survey (2014-15)

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
CCA Middle School (6-8)	Female	Two or more races		Teacher	4-10 years	The students, the students, the students!!!!!!!!!!!!!!
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Office Manager	1-3 years	My school has teachers that work tirelessly to properly educate while addressing the behavioral and mental challenges of the children.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	The community; The staff; The vision
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	The classroom environment. The kids and I have ownership over what goes on instructionally inside my room.
CCA High School (9-12)	Female	Two or more races	Not Hispanic or Latino	Support Staff	More than 20 years	The students. Staff who care about students and their learning. Leader with vision. The measure of freedom allowed for teachers.
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	Staff collaboration and student body
CCA Middle School (6-8)	Female	Two or more races	Hispanic	Support Staff	1-3 years	The drive staff has to educate our students
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	The school leader is always available to discuss an issue and is open-minded when brainstorming potential resolutions.
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	4-10 years	our syudents and staff
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	4-10 years	the staff and students