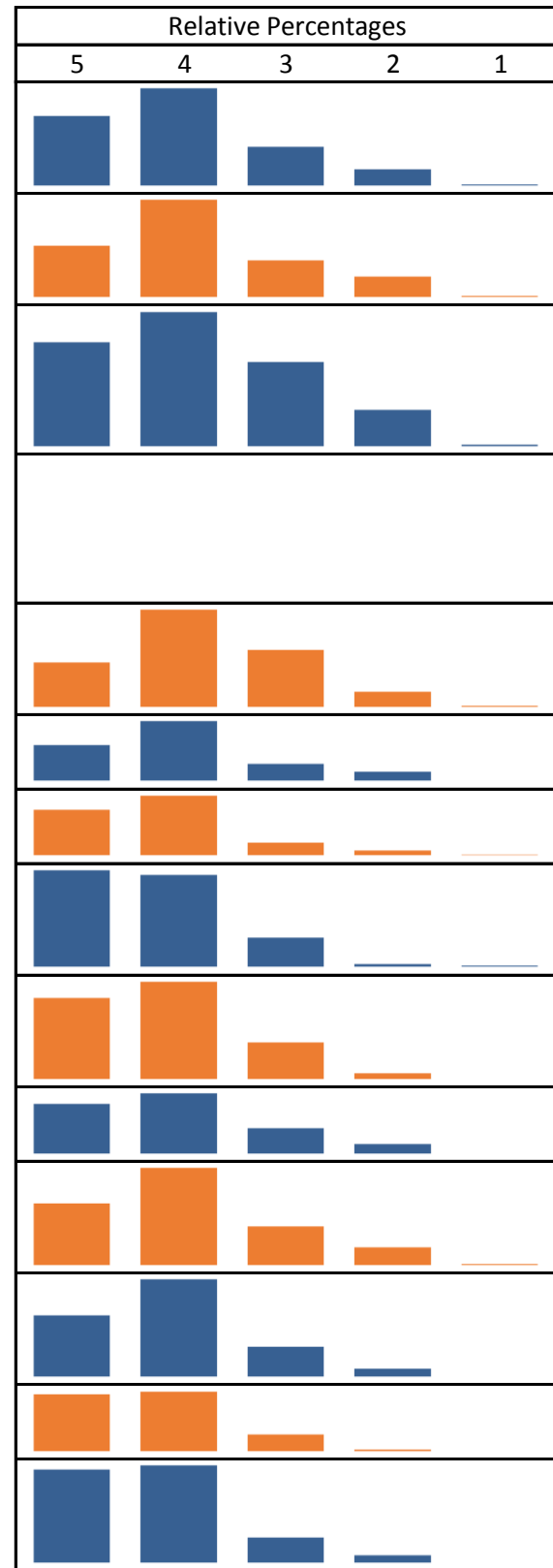


	Ratings					Relative Percentages				
	5	4	3	2	1	5	4	3	2	1
Q1. Our school's purpose statement is clearly focused on student success.	48%	46%	5%	1%	0%					
Q2. Our schools purpose statement is formally reviewed and revised with involvement from stakeholders.	24%	41%	25%	7%	3%					
Q3. Our school's purpose 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%					

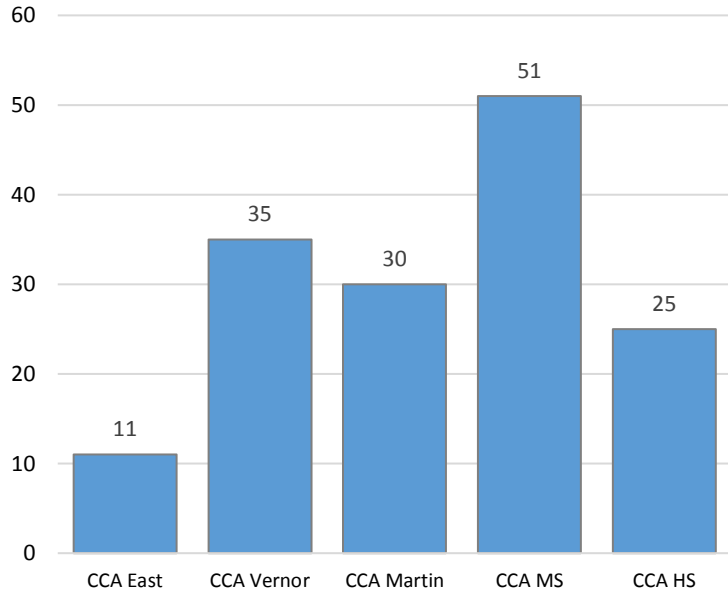
	Ratings					Relative Percentages				
	5	4	3	2	1	5	4	3	2	1
Q16. All teachers in our school monitor and adjust curriculum, instruction and assessment based on data from student assessments and examination of professional practice.	38%	45%	11%	6%	0%					
Q17. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	32%	44%	15%	9%	0%					
Q18. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection and development of critical thinking skills.	34%	42%	20%	4%	0%					
Q19. All teachers in our school use a variety of technologies as instructional resources.	44%	37%	12%	5%	1%					
Q20. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	34%	50%	13%	3%	0%					
Q21. All teachers in our school provide students with specific and timely feedback about their learning.	26%	50%	22%	1%	1%					
Q22. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	33%	46%	19%	3%	0%					
Q23. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.	30%	44%	17%	6%	3%					
Q24. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	31%	47%	15%	5%	1%					
Q25. All teachers in our school have been trained to implement a formal process that promotes discussion about student learning (e.g., action research, examination of student work, reflection, study teams and peer coaching.)	25%	45%	17%	9%	4%					
Q26. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	28%	51%	17%	3%	1%					

	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%					

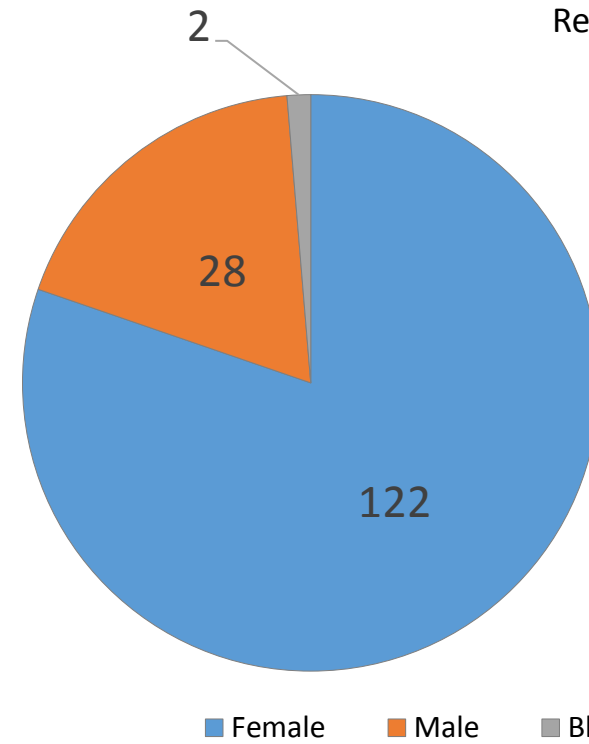
	Ratings				
	5	4	3	2	1
Q41. Our school provides a plan for the acquisition and support of technology to support student learning.	30%	41%	18%	9%	3%
Q42. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	25%	45%	18%	11%	2%
Q43. Our school 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%



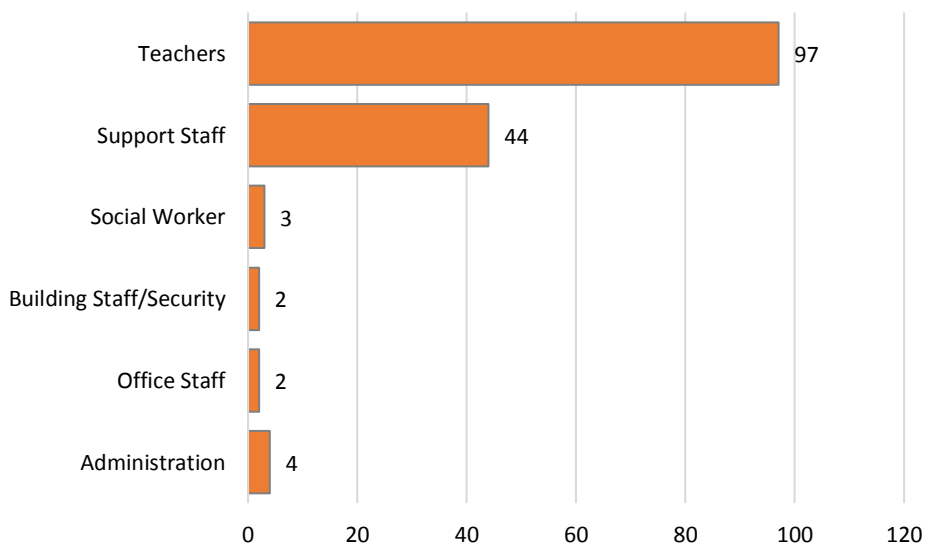
Number of Responses = 152



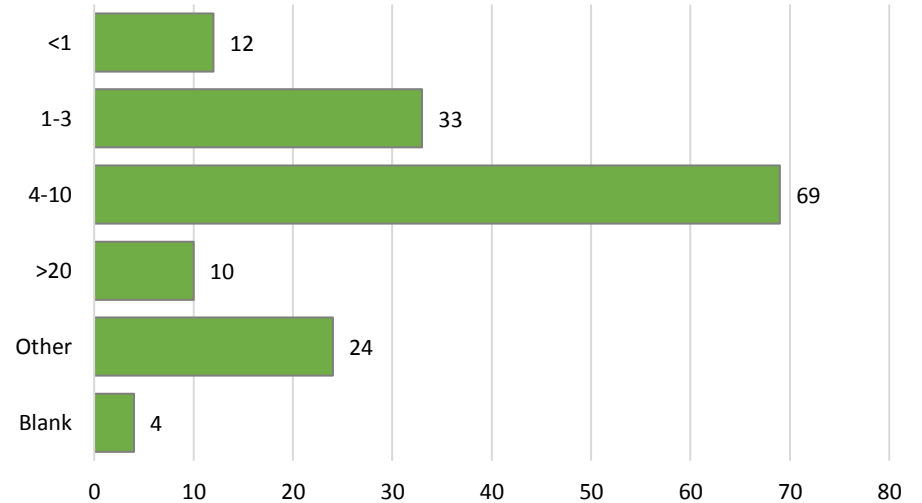
Responses by Gender



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

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	Not Hispanic or Latino	Teacher	1-3 years	The safe environment that is set up the school leader
CCA High School (9-12)	Male	Two or more races	Hispanic or Latino	Teacher	4-10 years	The students
CCA Martin (3-5)	Male	White	NOT Hispanic or Latino	Teacher	1-3 years	I like the teamwork best about our school.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	4-10 years	What I like best is that the professionals who work here are dedicated to our students and developing their capacity to succeed in life.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	What I like best about my school is we are all a team, we meet once a month as a school, mentor meetings, and everyone is very helpful to new teachers.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	Other	I like that the staff as a whole, works hard for and cares about our students and the community.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	1-3 years	The learning/work environment that is set by the school leader in our building.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	4-10 years	The students. The family atmosphere.
CCA Martin (3-5)	Female	Asian	NOT Hispanic or Latino	Support Staff	4-10 years	the opportunity to learn as well as teach with students.
CCA Middle School (6-8)	Female		Hispanic or Latino	Support Staff	4-10 years	The students we serve are exceptional!
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The teachers are committed and caring and go above and beyond the call of duty to support their students.

**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 High School (9-12)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	I like that the administration has an open door policy and is willing to meet at any time to discuss any item. This involvement has been crucial to the advancement of our school and has progressively gotten better as the years have gone by.
CCA Martin (3-5)	Female	Black or African American	Not Hispanic or Latino	Support Staff	Other	Cesar Chavez has some of the best students I've ever had the pleasure of educating.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	The teachers and support staff really care about the students both personally and academically.
CCA Martin (3-5)	Female	TWO OR more races	Hispanic	Support Staff	4-10 years	I love to see when my students improve in all the subjects
CCA Middle School (6-8)	Male	Two or more races	Hispanic	Teacher	Other	The community we serve.
CCA High School (9-12)	Female		Hispanic	Support Staff	1-3 years	Enjoy the staff.
CCA Martin (3-5)	Female	White	Hispanic	Teacher	4-10 years	We have wonderful, fully invested teachers who truly care about their students. They are very flexible, professional, and always put their best into whatever they do.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	The certified teachers at our school put the students first and build relationships that help the students in their learning process. Our students appreciate what we do for them and never forget it!
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	1-3 years	I think it is a very supportive environment. All staff members are cooperative and work well together as a team.
CCA High School (9-12)	Female	White	NOT Hispanic or Latino	Teacher	Less than 1 year	You can tell the students feel at home here and safe. I enjoy teaching the students who come to CCAHS and also feel very supported by my administration.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	4-10 years	The staff who helps each other professionally and personally.



CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	Other	The school community is a wonderful warm community that is wonderful to work in. The families care about their children. They expect them to learn, behave, and look to the teachers for help to achieve that. The colleagues with which I work are wonderful, supportive, and we work together well.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	The culture and regular support of teachers, and the students. It honestly is a great place to teach. The newly constructed "behavior team" and Reset Room is a huge help!
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	1-3 years	We are as a family and a team all together
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Administ rator	4-10 years	I feel we have a safe and nurturing school environment and the majority of the teachers are experienced.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	4-10 years	The kids.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	I like that, for the most part, teachers collaborate with each other and we are all here to help our students learn.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	1-3 years	I like best in our school is we are always as a team and a family
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	1-3 years	The staff is very friendly and fun to work with. The Students are respectful and are here ready to learn.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	Less than 1 year	I like best is we are as a family and a team
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Family-oriented, student-focused, positive atmosphere

**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 High School (9-12)	Female		Hispanic	Teacher	Less than 1 year	The sense of family among faculty and staff.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	Other	Family oriented
CCA Martin (3-5)	Female	Native Hawaiian or Other Pacific Islander	Not Hispanic or Latino	Support Staff	4-10 years	the safty of our kids
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	My network of friends and support, and the families.
CCA Martin (3-5)	Female	Black or African American	Not Hispanic or Latino	Teacher	More than 20 years	The staff is nice and courteous. The Administration is available and sensitive to the needs of others. The students are wonderful
CCA High School (9-12)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I like the sense of community and how every year it everyone strives to better and learn more about his or her role in the school community
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	The students that I teach.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Support Staff	4-10 years	I love the kids at our school. They are so open and friendly and willing to learn.
CCA Martin (3-5)	Female	White	Hispanic	Support Staff	1-3 years	I enjoy working with the students and how we are able to come together as a school to help provide for the them.
CCA Middle School (6-8)	Female	White	Hispanic	Teacher	4-10 years	Our close staff
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The amazing staff members and the hard work they put into their jobs.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
CCA Middle School (6-8)	Female		Not Hispanic or Latino	Teacher	4-10 years	I like the cultural differences and inclusion model that we practice.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	The students
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	Other	The students effort to learn. The students parents and how their are involve in their learning.
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	Other	The enthusiasm and appreciation of our students and families
CCA High School (9-12)	Female		Hispanic	Support Staff	4-10 years	There are some staff willing to give students all of their support either if their instructional or support staff.
CCA Middle School (6-8)	Female	White	Hispanic	Teacher	Other	The safe and clean environment that is provided for students to achieve their school potential.
CCA Middle School (6-8)	Female	White	Hispanic	Social work	More than 20 years	I love being able to work with students and families . It is rewarding to be able to see students grow and practice the skills they have learned. I enjoy collaborating with many of my co-workers. I am glad that we have a union to help address having a voice.
CCA Middle School (6-8)	Female	Two or more races	Hispanic	Administ rator	Other	I like that we are close, like a family. We are all the parents and the students are all of our children.
CCA Middle School (6-8)	Female	American Indian or Alaskan Native	Hispanic	Support Staff	Less than 1 year	that the students and staff are engaged and strive to give each student a quality education.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Other	We work hard to push our kids and we truly do care about them and their academic growth

**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 Vernor (K-2)	Female	White		Teacher	Other	Teaching and supper resources that are available
CCA High School (9-12)	Female			Teacher	Other	I love our staff and students!
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	4-10 years	While things can always be improved, our school culture is very solid. I feel comfortable to ask for any materials or resources to help do my job. In addition, if I have any concerns, I can always rely on our administration for help if it is needed. I feel comfortable with my colleagues and the atmosphere that is generated amongst us.
CCA Martin (3-5)	Female			Teacher	Other	I like the co-workers. The staff seems to really like each other and the students are fairly well behaved. It makes for an enjoyable work environment
CCA Martin (3-5)	Female	American Indian or Alaskan Native	Hispanic	lunch aide	4-10 years	Working with the children.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I like best about my school is how involved my principal and curriculum coach are with the students and their learning.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	I feel supported and valued.
CCA Vernor (K-2)	Female	Asian	NOT Hispanic or Latino	Teacher	Less than 1 year	The diversity of the students and staff. The support that the staff gives one another, both inside and outside of the classroom.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The support from the leader and co-leader and the dedication to the students in the community.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	4-10 years	High academic standards.
CCA Middle School (6-8)	Male	Two or more races	Hispanic	Support Staff	Other	Environment fosters safety and security for the learner every day.

**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	White	Not Hispanic or Latino	Teacher	Other	The students and we are given opportunities to go to professional development.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Less than 1 year	The school has so many materials for all staff to use to engage all learners.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Teacher	4-10 years	I like the support that administration gives staff to ensure that we have the best work environment for teachers and students.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	What I like best about our school is the attitude and approach administration and teachers take, to embrace our students. We are continuously trying to teach, instruct, educate, care for and embrace our student body in every way possible. I feel that our staff go over and beyond trying to find the best method of instruction and implementation to be sure our students are prepared for a strong future.
CCA High School (9-12)	Male	Two or more races	Hispanic	Support Staff	4-10 years	the diversity of culture
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	I love the culture of the school, students, and staff.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	The students and families
CCA High School (9-12)	Female	Black or African American	Not Hispanic or Latino	Security	More than 20 years	The diversity of teaching staff. Standard in which teachers are held in educating all the students. Encouragement for thinking "outside the box " teaching methods.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Cesar Chavez provides a great opportunity for educators who are serious about improving and mastering their craft.
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	1-3 years	I like to see that, our school was lot of support for our students

**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 Vernor (K-2)	Female	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	I love the community involvement in regards to student learning as well as the fact that Ms. Jaime is open to new and creative ideas regarding student learning.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	I like that we do what's best for kids, not adults. Everyone is held accountable for student data. Data is very important, but kids are more important.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	Other	I like that the teachers are held accountable for their teaching. I like that the school has a welcoming environment and the kids know who to go to.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	The students
CCA Middle School (6-8)	Female	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	Family oriented and the unity of the staff
CCA Middle School (6-8)	Female	White		Teacher	4-10 years	The community it serves.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Support Staff	1-3 years	the engagement and knowledge of the schools leader with her connection with all the students
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	4-10 years	The atmosphere in the school is fantastic. For the most part, I feel as a staff we all get along. This makes it a comfortable atmosphere where I am comfortable asking all colleagues for advice or help if needed, plus the ability to provide any assistance that may be needed. For the most part, we are open-minded and I feel that allows us to continue growing in the profession.  From a student stand-point, most of our kids make this school great. Many of them are kind-hearted, hard-working, and efficient individuals. They tend making work better for all of us!
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	My students and their families

**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	White	Not Hispanic or Latino	Teacher	4-10 years	Our school has great kids and supportive families. I feel supported professionally by administration and have other teachers in the building that I can collaborate with. This makes the experience very rewarding in knowing that our efforts are always geared toward our students' academic career.
CCA Vernor (K-2)	Female	Two or more races	Hispanic	Teacher	Less than 1 year	I like the resources and funding that we have available for use. The services we give to students, social work, speech, ESL, and special education have been a great asset for helping all students learn.
CCA High School (9-12)	Male	White		building manager	Other	that I always have things to do.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	para professional	Less than 1 year	The outgoing staff to help each and every student excel.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	More than 20 years	The students.
CCA Middle School (6-8)	Male	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	The community atmosphere
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The school staff work as a team to meet the needs of each student.
CCA Vernor (K-2)	Male	White	NOT Hispanic or Latino	social worker	1-3 years	Students, resources available, and staff.
CCA Vernor (K-2)	Female	White	Hispanic	Support Staff	More than 20 years	What I like best from our school is the happy family environment , frienly parent involment and helpfull smiling teachers everywere you go. Ofice personal always ready to assist every one with a smile. Our janatorial always keeping our building clean and safe for all of us. That's is what Cesar Chaves is all about. Building today strong families for the future.
CCA Vernor (K-2)	Female		Hispanic	Teacher	4-10 years	What I like most about my school is the small group interventions that allow instructional staff to scaffold instruction at the individual students' learning level.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
CCA Vernor (K-2)	Female	Two or more races	Not Hispanic or Latino	Teacher	1-3 years	Community Families/students Location Relationships with staff
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The families and students
CCA High School (9-12)	Female	Two or more races	NOT Hispanic or Latino	Teacher	4-10 years	A nice small community and a very safe environment.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	I love how many resources are available to the staff!!
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	4-10 years	Our school has a positive atmosphere. I think that all of our students are well educated with passionate teachers. And the parent involvement in our school is great!
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I like the sense of community, staff members and students. We all really try to pull together to do what is best for our students.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I like the students and co-workers the best.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Other	* The students *The staff members
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Special Services	4-10 years	The warm, friendly and cooperative environment and the feeling of family among the staff, and of course our students.
CCA Vernor (K-2)	Female	White	Hispanic	Interventionist	4-10 years	The environment, everyone is very welcoming.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I like working with the students most of all. After that, I would say that we have a very supportive staff.
CCA Vernor (K-2)	Female	Two or more races	Hispanic	Teacher	Less than 1 year	We have a lot of resources at our disposal. Staff is truly like family here and this makes the work atmosphere very friendly.



CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
CCA Vernor (K-2)	Female	White	Hispanic	One on One	1-3 years	I like that we have plenty of resources. We have the opportunity to grow by assisting to workshops and meetings. I like that the staff is caring and is interested in the well being of the students.
CCA Vernor (K-2)	Female		NOT Hispanic or Latino	Support Staff	Less than 1 year	This staff is very supportive and the school provides more than enough useful and helpful resources.
CCA Vernor (K-2)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	The staff at Cesar Chavez Academy Lower Elementary are highly educated, hard working and kind individuals. They all have a strong desire and love for educating and caring for the students. CCALE also provides classroom teachers with a large quantity of supplies (technology, activities, website memberships) to help provide students with a valuable and engaging learning experience. CCALE transforms all students with an education that, despite their language barriers, prepares them for the next level.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The kids, and the environment.
CCA Vernor (K-2)	Female		Hispanic	Administrator	4-10 years	Our students are the reason we are here.

**School: Cesar Chavez Academy (District)**

**Staff Survey (2014-15)**

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Office Manager	1-3 years	Our children deserve to have their support staff here at least 3 days a week. They would truly benefit from the increased frequency. Also, the salaries should not be based on enrollment but on the individuals performance. The disparities of employee salaries help to create low morale and the inability to attract and maintain high quality employees.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	4-10 years	The lack of resources and opportunities for students to participate in non-academic elective courses to pursue their interests.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	Scheduling; Lack of electives and opportunities for extra curricular activities (sports, music, art); Lack of sufficient space to adequately teach students and provide appropriate accommodations
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	Tedious micromanaging puts the emphasis on planning rather than instruction and delivery.
CCA High School (9-12)	Female	Two or more races	NOT Hispanic or Latino	Support Staff	More than 20 years	Lack of space. Lack of programs for varies student interests.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	Highly excessive standardized testing that detracts from classroom learning
CCA Middle School (6-8)	Female	Two or more races	Hispanic	Support Staff	1-3 years	Lack of space
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	4-10 years	we could always use more resources
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	4-10 years	we need more resources
CCA Middle School (6-8)	Female	Two or more races	Not Hispanic or Latino	Teacher	1-3 years	Not enough classrooms for all the staff
CCA Martin (3-5)	Male	White	NOT Hispanic or Latino	Teacher	1-3 years	I don't like that we don't have a gym and the lack of technology.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	4-10 years	What I like least is that our school, like all schools at this moment, is so fixated on data that sometimes I feel that we are over assessing our students. I feel that this takes away from the time needed to develop the whole child, and creates stress for all parties involved.
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	What I like least about the school is knowing things last minute, preparing class and finding out we don't have class or there is other things going on in the building that I wasn't aware of because of no communication or email.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	Other	The lack of organization and communication between staff and administration.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	1-3 years	The learning/work environment that is set by the district leaders.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	4-10 years	Poor technology for staff. No library or computer lab for students to access during the day. School lunches.
CCA Martin (3-5)	Female	Asian	Not Hispanic or Latino	Support Staff	4-10 years	the communication is one thing that's difficult for support staff, because we are almost everywhere between two buildings. It'll be easier if we could have one person who is in charge of all support staff and give us information when needed.
CCA Middle School (6-8)	Female		Hispanic	Support Staff	4-10 years	The limited diversity within our student body and the community they reside in limits their interaction with people of diverse ethnic/racial backgrounds.
CCA East (K-5)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	Consistency in leadership has been a challenge, as I have personally worked under seven school leaders in the past ten years. As a result, communication and organization have been a problem, since the school leader is constantly new on the job, and no one has had a chance to really settle in and get familiar with how the school works.
CCA High School (9-12)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	The agenda here seems to be focused on union issues that center around the teachers and not the students. If more time was spent on students and their achievement, the school could be more productive when it comes to many items. There still needs to be much more collaboration and willingness to be on board with what is asked by the lead and the other departmental members.
CCA Martin (3-5)	Female	Black or African American	Not Hispanic or Latino	Support Staff	Other	Not much attention is paid to the total RtI process. Information regarding students is not well communicated to all stakeholders. The overall process appears lackluster and much input is needed from members of the team.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	There is a serious lack of communication between administrators and teachers. Students are over-assessed to the point where there is little instructional time. Additionally, teachers are not given the resources they need to do their jobs to the best of their abilities.
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	4-10 years	the change of principal every years. it is not a good for our school.
CCA Middle School (6-8)	Male	Two or more races	Hispanic	Teacher	Other	School politics can generate more time designated to paper work and less time to teaching,
CCA High School (9-12)	Female		Hispanic	Support Staff	1-3 years	Lack of clear policies and procedures related to safe environment. Uncertainty and use of case by case procedures for failing students and dealing with behaviors. Lack of respect shown to teachers and staff by students. Inconsistent follow through on reported issues related to above.
CCA Martin (3-5)	Female	White	Hispanic	Teacher	4-10 years	We have had 5 new principals in 5 years. This makes it very difficult to have any sort of longevity in policies and procedures. It seems like every year is "first year". The principals have been promoted within the Leona Group's "business model" and it does not take into account at all how the teachers and students are affected.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	The school leader spends all day in her office with the community liaison and too many of the support staff and special education teachers spend the day doing nothing and just talking in the front office. Special Ed is given a whole day of planning plus daily planning while classroom teachers are given one hour a day. Inconsistent discipline with students. The Dean of Students is not qualified for that position.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	1-3 years	We need a better facility for our gym and cafeteria. We should have separate spaces to eat lunch and teach gym class.
CCA High School (9-12)	Female	White	Not Hispanic or Latino	Teacher	Less than 1 year	I've noticed a divide in staff since the implementation of the union. I dont feel that the people who are delegating decisions for the union have the best interest of the students or other staff at heart, and are in it for themselves.
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	The outdated, slow, and malfunctioning technology.
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	Other	The division that has been drawn between administrators (management) and the rest of the community. This has a negative impact on all people involved in the education welfare of the CCA school community. CCA has the opportunity to be a model charter school community.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	No transparent ideas at this time.
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	Communication is very poor this year. Morale seems much lower and staff stressed and unhappy. Lack of space is outrageous, The church has rooms we need to use, the upper level management needs to move we need this space for teaching. Computers are horrible. Parents drop kids off in staff parking lot, accident waiting to happen.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	1-3 years	I like my school
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Administrator	4-10 years	There have been some communication issues as new staff members and policies have been put in place. We are working on these, however, and staff are conscience of these issues. Lunch staff need more training and monitoring.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	4-10 years	The politics.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	I dislike some of the stumbling blocks that The Leona Group has constructed that make it hard to teach and for students to learn (i.e. 1.Changing the grading software, data policies, etc. without properly training teachers on how to use them. 2.Lack of support for new teachers in the school. 3.Lack of space in the school so each teacher can have a classroom rather than be rotating. 4.Bad decisions made that maintains CCA East, while our school is filled to bursting and needs more classrooms.)
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	1-3 years	I dislike like how I have to share my room during my prep hour. Which I lose a lot of prep time to get ready for the next day or two. Which means I have to stay later than usual after school to make sure I am prepped for tomorrow.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	N/A
CCA High School (9-12)	Female		Hispanic	Teacher	Less than 1 year	The lack of structure and follow through with issues.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	Other	Copier Malfunctions

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Martin (3-5)	Female	Native Hawaiian or Other Pacific Islander	Not Hispanic or Latino	Support Staff	4-10 years	not enough space to work
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	Poor communication between governing bodies and staff, last minute changes, additions, assemblies, field trips etc (poor planning).
CCA Martin (3-5)	Female	Black or African American	Not Hispanic or Latino	Teacher	More than 20 years	Too small in terms of size. We need more space for tutoring, specials and small groups sessions.
CCA High School (9-12)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I think that, in the past, a general lack of communication has been problematic, however I have noticed that its been getting better with time.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	We don't have enough space! Classrooms are crammed with students and there are not enough classrooms for teachers.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Support Staff	4-10 years	There's not enough technology(the computers aren't always working).
CCA Martin (3-5)	Female	White	Hispanic	Support Staff	1-3 years	I feel that communication has been a problem. Also, I feel that staff needs to have a reasonable amount of space to work the students in order to achieve academic learning.
CCA Middle School (6-8)	Female	White	Hispanic	Teacher	4-10 years	Over-crowded building
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The lack of communication between all levels. Uncertainty...
CCA Middle School (6-8)	Female		Not Hispanic or Latino	Teacher	4-10 years	The lack of space to provide small group instruction.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	Not enough time to collaborate. Professional development is limited to Sagniauw. We do not have a choice in attending training we are interested in.
CCA Martin (3-5)	Female	Two or more races	Hispanic	Support Staff	Other	The building and the lack of space for us to work one on one or interventions.
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	Other	Not enough classrooms/space
CCA High School (9-12)	Female		Hispanic	Support Staff	4-10 years	That some students are chosen over others if they excell then most acedemic wise.
CCA Middle School (6-8)	Female	White	Hispanic	Teacher	Other	The inconsistency that arises when holding students, teachers, and staff members accountable for their actions.
CCA Middle School (6-8)	Female	White	Hispanic	Social work	More than 20 years	I least like the lack of consistency with implementation of policies and procedures. Also, it is frustrating how the importance of how a students social and emotional needs affects their ability to perform academically is totally overlooked. The sense that students and staff are easily replaced is very disturbing.
CCA Middle School (6-8)	Female	Two or more races	Hispanic	Adminis trator	Other	I like everything about my school.
CCA Vernor (K-2)	Female	White	Not Hispanic or Latino	Teacher	Other	Space space space...we have NO space and we need a new building that had AC so that we are not teaching in 98 degree classrooms! It is ridiculous that we are suppose to have kids learn and pay attention in such a hot and uncomfortable environment. I'm shocked that more patents haven't complained over the years, especially since it's the babies of our school that are suffering.
CCA Vernor (K-2)	Female	White		Teacher	Other	Rti to discuss concerns regarding student progress is lacking this year
CCA High School (9-12)	Female			Teacher	Other	Top end of teacher pay scale is low
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	4-10 years	There isn't anything I dislike about this school.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Martin (3-5)	Female			Teacher	Other	I dislike feeling like I am constantly under a microscope. It feels as if there is always someone there writing some type of notes about you or assessing you and it can be down right stressful.
CCA Martin (3-5)	Female	American Indian or Alaska Native	Hispanic	lunch aide	4-10 years	There isn't good communication and some people don't do their job.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I like least about my school is the cleanliness.
CCA Vernor (K-2)	Female	Asian	NOT Hispanic or Latino	Teacher	Less than 1 year	Not being able to have prep inside my classroom.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The location, and that there is no where for the students to play outside and get exercise except a small lot.
CCA High School (9-12)	Male	White	NOT Hispanic or Latino	Teacher	4-10 years	Students have very little choice with their schedules. Student's should have more after school activities and school leaders should support the after school clubs better.
CCA Middle School (6-8)	Male	Two or more races	Hispanic	Support Staff	Other	Really can't say.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	School leaders are not active enough to monitor the students and teachers. Discipline policies do not make sense and are not regulated. Some teachers do whatever they want and there are no repercussions. Favoritism is still very much alive so some teachers who are doing well keep getting picked on while others who do nothing are not made accountable. Also be more forceful towards parents and not caving into every problem they have. And stick to what you say and enforce it.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Less than 1 year	The staff meetings are a bit long.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Teacher	4-10 years	Nothing



CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA High School (9-12)	Male	Two or more races	Hispanic	Support Staff	4-10 years	The Module is no good maintenance .
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	Having my classroom used during prep and lunch. It is hard to gather all the resource to take with me to the lounge. It is also hard to update the room (word wall, current content, student work, etc) when there is very little time to do so.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	Those who do not put student learning first
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Teachers do differ in matter of union politics, which tends to infer with the responsibilities of the job.
CCA Vernor (K-2)	Female	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	At times there needs to be more communication between staff members and the staff needs more opportunities to team build.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	We need more support for students with special needs.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	How some people feel and do get away with not following of a school protocols.
CCA Middle School (6-8)	Female	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	Not enough space
CCA Middle School (6-8)	Female	White		Teacher	4-10 years	The ever changing demands of changing. We are not allowed to fully implement a program/strategy when we are being asked to change our program/strategies.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Support Staff	1-3 years	the parent involvement
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	4-10 years	I really can't think of something I dislike about the school at this time.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	Not having rooms for all teachers- not having a library- not having a separate gym and cafeteria-
CCA Vernor (K-2)	Female	Two or more races	Hispanic	Teacher	Less than 1 year	There has been a lot of pressure to record assessments in the grade book. It is still an unfamiliar process and the demand for more assessments has taken more time away from instruction than expected.
CCA High School (9-12)	Male	White		building manager	Other	lack of concern for problems in the schools.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	para professional	Less than 1 year	The lack of resources.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	More than 20 years	Lack of consistency with discipline among staff and teachers. Our "elective" courses should be a true elective class.
CCA Middle School (6-8)	Male	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	The petty drama!
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The students can benefit from additional staff to provide support for current academic programs.
CCA Vernor (K-2)	Male	White	NOT Hispanic or Latino	social worker	1-3 years	Limited space.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Vernor (K-2)	Female	White	Hispanic	Support Staff	More than 20 years	What I like least about our school, is the lack of resurces rooms The lack of A.C in our building.
CCA Vernor (K-2)	Female		Hispanic	Teacher	4-10 years	What I least like about my school is the limited amount of space to work with small groups tier III interventions.
CCA Vernor (K-2)	Female	Two or more races	Not Hispanic or Latino	Teacher	1-3 years	Direction Decline Dictatorship
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	The special education department
CCA High School (9-12)	Female	TWO OR more races	NOT Hispanic or Latino	Teacher	4-10 years	The school does not have a clear policy about students placement in the appropriate classroom where students can learn best.
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	4-10 years	I feel like we could use more one-one staff training. Not everyone has been trained to deal with some of the needs of our students.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I do not feel that our RTI and co-plan meetings are well utilized so it is difficult for team members to collaborate and find the best solutions to support our students.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I do not like the distance from home.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Other	*The distance from home *Having to stay late so many times per year.
CCA Vernor (K-2)	Female	White	Hispanic	Interventionist	4-10 years	The limited amount of space. We need a new building.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I don't like how sometimes the technology works and other times it doesn't. My laptop will randomly shut off without any warning.
CCA Vernor (K-2)	Female	Two or more races	Hispanic	Teacher	Less than 1 year	As of late, the constant need to assess has become more and more stressful. There seems to be a disconnect between what students need and can do with what is expected of them. Our students are all very capable, but they are getting less and less time to be kids and have free interaction with each other. The demand for assessment takes time away from free play as well as instruction.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Vernor (K-2)	Female	White	Hispanic	One on One	1-3 years	I do not like that we do not have the space to work with students outside of the classroom. We need table and chairs to work with them in the hallway.
CCA Vernor (K-2)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	As a specials teacher, I feel very undervalued and underappreciated. Leadership demonstrates clear favoritism. CCALE also lacks positive relationships between administration and ALL staff members. Staff members are underpaid for the amount of work and time expected of them. Staff are provided with minimal benefits for obtaining advanced degrees and/or credentials. Office procedures are unclear and inconsistent. Students with behavior issues rarely receive appropriate or necessary consequences. Support staff is routinely surprised with additional responsibilities. The special education and ELL programs are understaffed and can't meet the needs of every student.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	not enough prep time.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Expand our elective course offerings to include different arts that students can pursue (i.e. art, photography, graphic design, auto shop). Possibly create co-ops with neighborhood businesses to train students for the mechanical or cosmetology trades.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	Expand our building to offer more classroom and office space to work with children
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	A more streamlined, efficient set of To Dos for teachers. So the focus can move towards growth and delivery.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	Allow for interventions that come from teacher recommendations, not just standardized testing results.
CCA Middle School (6-8)	Female	TWO or more races	Hispanic	Support Staff	1-3 years	Implementing extra curricular courses
CCA Martin (3-5)	Female	TWO or more	Hispanic	Support Staff	4-10 years	we need more resources
CCA Martin (3-5)	Female	TWO or more	Hispanic	Support Staff	4-10 years	we need more resources
CCA High School (9-12)	Male	TWO or more races	Hispanic	Teacher	4-10 years	Improve the learning processes to help students to acquire better education.
CCA Martin (3-5)	Male	White	NOT Hispanic or Latino	Teacher	1-3 years	first would be to get better technology and faster computer's.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	4-10 years	On suggestion that I would like to offer is to look into a more reliable universal screening program for students that is aligned directly to Common Core. Also, implement more teambuilding activities for staff as the year progresses in order to remind others of our shared purpose and how crucial it is to work as a team for our students.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	One suggestion I would offer to improve your school is to make sure things are planned in advance, and all teachers as well as specials know about them.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	Other	We need to test the students less and allow for project based, collaborative, and explorative learning to take place. This type of learning takes time but the end result is far better. There isn't enough of time for this type of learning with the constant barrage of testing that is required.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	1-3 years	Allow teachers to do more of what they do well and decrease the amount of tedious and monotonous work that does nothing to improve our teaching or the learning of our students.
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	For the staff, better updated computers and better pay. For the students, better lunch and computer lab.
CCA Martin (3-5)	Female	Asian	NOT Hispanic or Latino	Support Staff	4-10 years	food and safety
CCA Middle School (6-8)	Female		Hispanic	Support Staff	4-10 years	Cultural sensitivity/ethnic diversity training for students and staff alike.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	Consistent leadership and timely communication to staff and parents.
CCA High School (9-12)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	One suggestion would be more time for teams to meet with their departments, but a presence of administration in these meetings, with an understanding of what is taking place.
CCA Martin (3-5)	Female	Black or African American	Not Hispanic or Latino	Support Staff	Other	The Rtl process should be fine tuned and opinions of team members should be considered to promote collaboration.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	Ask for the opinion of teachers when making important curriculum and assessment decisions.
CCA Martin (3-5)	Female	TWO or more	Hispanic	Support Staff	4-10 years	my suggestion is to buy another building to have more room to our students.
CCA Middle School (6-8)	Male	TWO or more races	Hispanic	Teacher	Other	Strong mentors for new teachers.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA High School (9-12)	Female		Hispanic	Support Staff	1-3 years	Develop and implement student code of conduct. Train para professional staff on responsibilities and professional conduct with students.
CCA Martin (3-5)	Female	White	Hispanic	Teacher	4-10 years	This is for the Leona Group...Keep a principal in their roll in order to be able to build upon and solidify the policies and procedures that have been put in place. Put kids first like the teachers and administration do.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	Hold people responsible. Support staff should not be getting food while their student sits alone in a room. To many people sitting in office with nothing to do. We have great classroom teachers and most support staff, it is not fair for them to work hard everyday, while others do nothing.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	1-3 years	We should buy the field next door so we can have a better parking lot. Then cars wouldn't have to park back in the recess/gym area anymore.
CCA High School (9-12)	Female	White	Not Hispanic or Latino	Teacher	Less than 1 year	For staff to communicate issues or concerns directly with each other, so we can be more proactive rather than reactive. For staff to work together and support each other.
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Fix the outdated, slow, and malfunctioning technology.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	Other	Better communication on all stakeholders part. The common good for the students not the pocketbook needs to be forefront of all decisions.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	School growth and expansion. Perhaps more consistent support staff throughout all grades.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	New computers. Better play area for students.
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Administrator	4-10 years	More collaboration between school administrators between each other and with the staff. Overall, we have a good school
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Support Staff	4-10 years	Ultimately..put children first.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	I think that there should be more board presence in the school, and I think that the Leona Group should be better informed about how their policies effect the schools that they manage. It seems like we barely get used to a policy and then it's changed with no notice. For example, our lesson plan structure has changed every year since I began teaching here.
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	1-3 years	Better communication between school leaders to staff. It seems it takes awhile for our school leader to respond to emails.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Build a gym for the middle school!
CCA High School (9-12)	Female		Hispanic	Teacher	Less than 1 year	Improve discipline procedures and maintain better communication among staff members.
CCA High School (9-12)	Male	White	Not Hispanic or Latino	Teacher	Other	Classroom Printers
CCA Martin (3-5)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	Plan ahead, and let all stakeholders know of plans.
CCA Martin (3-5)	Female	Black or African American	Not Hispanic or Latino	Teacher	More than 20 years	Desperately in need of a full time social worker to service our students and their emotional needs- Deportations etc.
CCA High School (9-12)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	I think it would be a good idea to build up a PBS program in the school to help improve student behavior and morale. In addition, I think that the communication training in the beginning of the school year PD's helped and it would be nice to have more of that incorporated in full-staff meetings.
CCA Martin (3-5)	Female	White	Hispanic	lunch aide	4-10 years	more sports
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	We need to offer electives and allow the students to choose, based off of their interests. We also need to have music or art in school.



CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA Martin (3-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	Working as a team, rather than as a single individual. Don't leave the staff in the dark and keep communication open.
CCA Middle School (6-8)	Female	Black or African American	Not Hispanic or Latino	Teacher	Other	Greater variety of electives for students.
CCA Middle School (6-8)	Female		Not Hispanic or Latino	Teacher	4-10 years	Add more available space to this middle school.
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	Other	Add on or relocate. We have outgrown our building.
CCA High School (9-12)	Female		Hispanic	Support Staff	4-10 years	To inform all staff how to better assist all students in any way possible with the proper tools maybe a staff update training.
CCA Middle School (6-8)	Female	White	Hispanic	Teacher	Other	Consistency is a key component in ensuring all rules are followed and in developing and maintaining a productive and pleasant environment for all.
CCA Middle School (6-8)	Female	White	Hispanic	Social work	More than 20 years	I would like to see a district wide crisis team developed that is representative of all schools and by job function. I would hope to have regular meetings and to be able to develop and utilize a crisis manual with procedures.
CCA Middle School (6-8)	Female	Two or more races	Hispanic	Administrator	Other	To provide better food for the children. Also more parking for the staff.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Other	More special education services. We have too many labeled kids with not enough special ed teachers. We also need a resource room.
CCA Vernor (K-2)	Female	White		Teacher	Other	Communication and follow through regarding student progress/teacher concerns needs to be improved

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA High School (9-12)	Female			Teacher	Other	Improve teacher salaries
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	4-10 years	Unfortunately, I know we don't have the room or perhaps the finances, but I'd love for a media center in the school, complete with a computer lab or two. I know this is ambitious, but this could really separate ourselves from other schools in the area.
CCA Martin (3-5)	Female			Teacher	Other	To improve our school keep the teachers informed and provide time for them to adequately do what is being asked of them. Teachers should feel like valued professionals who don't need to be monitored every week. Evaluation should take place at best on a monthly basis, walk-throughs are normal but do we need 80 pieces of paper.
CCA Martin (3-5)	Female	American Indian or Alaskan Native	Hispanic	lunch aide	4-10 years	More after school activities and sports.
CCA Vernor (K-2)	Female	Asian	NOT Hispanic or Latino	Teacher	Less than 1 year	Find a bigger building/expand.
CCA Vernor (K-2)	Female	White	Not Hispanic or Latino	Teacher	4-10 years	I would like to see a Special Services support staff that offers support and ideas to assist with students with disabilities. We have a large majority of students with Special Needs and we cannot service them all properly.
CCA Middle School (6-8)	Male	Two or more races	Hispanic	Support Staff	Other	More staff meetings are needed. For many reasons they have been cancelled or not conducted consistently.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	School leaders need to be more active in the school-walking around, monitoring students and classes. Many kids do not know who are school leader is. Get out of the office more to know what is going on so there is no more, "I didn't know."
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Less than 1 year	Incorporating at least one PD day for all staff to work on planning would be great!

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Teacher	4-10 years	Having partnerships with community agencies to provide positive role models for the children, especially the male students. Having an outside mentoring program that makes a community connection would be good for all students to show them positive members of their own community.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	I would love to see an I-pad program implemented through out the school. I feel it would be educationally and socially rewarding for each and every student. If each student could have an I-pad to use in and out of class for educational purposes, I feel they would benefit greatly. I know that as part of the team that wrote the grant that our school is trying to implement this at the moment. I would love to see this become a reality.
CCA High School (9-12)	Male	Two or more races	Hispanic	Support Staff	4-10 years	create more activities for families and students
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	I realize this May not be an option but we need more space in our school, more classrooms/work space.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	Other	Consistency is key to student success
CCA High School (9-12)	Female	Black or African American	Not Hispanic or Latino	Security	More than 20 years	Electives that are engaging.
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	4-10 years	Professional development for teachers would be more effective if it was differentiated. Teachers at CCA have widely varying skill sets, and it would benefit all if they received appropriate and actionable PD.
CCA Martin (3-5)	Female	Two or more	Hispanic	Support Staff	1-3 years	More communication with the staff
CCA Vernor (K-2)	Female	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	The school needs more opportunities for team building like school weekend retreats, etc.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	1-3 years	Full time special education teacher.
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	Other	I know funds are low, but a technology teacher would be a great asset to the school. We test on computers and require technology but teachers either don't have the time or skills and resources to teach basic skills.
CCA Middle School (6-8)	Female	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	More academic guidance for the students to gradually transition to the next grade.
CCA Middle School (6-8)	Female	White		Teacher	4-10 years	Be specific in what you want us to do from the very beginning of the school year. No need to keep changing what is working already.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	Support Staff	1-3 years	a playground for the students
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Support Staff	4-10 years	In a perfect world, with unlimited finances, room, and support, I'd love to have a centralized media center with a computer lab. I think that if we could afford one and hire a media specialist, this would really give us a solid educational environment.
CCA Middle School (6-8)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	Use support staff and teachers for their positions, not as substitutes. Avoid moving support staff from their placements during the year- Consistently keep support staff in their placements to provide stability and structure to both the teacher and the students.
CCA Vernor (K-2)	Female	Two or more	Hispanic	Teacher	Less than 1 year	We need a resource room to support our students with special needs.
CCA High School (9-12)	Male	White		building manager	Other	a program to motivate people, too many staff are in their own world and do not take an interest in the schools: i.e. come in late, not prepared, take a lot of time off, walk away from problems, do not volunteer, lack of motivation.
CCA East (K-5)	Female	Black or African American	Not Hispanic or Latino	para professional	Less than 1 year	More resources will help improve the school from students to staff.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA Middle School (6-8)	Male	White	Not Hispanic or Latino	Teacher	More than 20 years	Add space to permit for all teachers to have their own classroom.
CCA Middle School (6-8)	Male	Black or African American	Not Hispanic or Latino	Support Staff	4-10 years	Communicate more
CCA East (K-5)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	Additional instructional staff can improve academic progress.
CCA Vernor (K-2)	Female	White	Hispanic	Support Staff	More than 20 years	Leona can Buy a new place for our needs.
CCA Vernor (K-2)	Female		Hispanic	Teacher	4-10 years	Adding a parking lots where parents can park to pick up students .
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	More support for students with SEVERE special needs
CCA High School (9-12)	Female	TWO or more races	Not Hispanic or Latino	Teacher	4-10 years	To check on the academic background before accepting students who are not at the same level of excellency that the school is trying to maintain.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I would suggest more support for new classroom teachers and with differentiating instruction.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	I would like more open communication and collaboration between all staff members.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Other	*Professional development opportunities outside of the building throughout the year.
CCA Vernor (K-2)	Female	White	Not Hispanic or Latino	Special Services	4-10 years	It would be wonderful to be provided with a few more tables in the hallways for small group interventions, and to acquire some more resources to build a fantastic resource room.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What is one suggestion you would like to offer to improve your school?
CCA Vernor (K-2)	Female	White	Hispanic	Interventionist	4-10 years	A new building, more resources, more staff.
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	It would be nice to have a little more communication. An email with daily announcements would be wonderful..
CCA Vernor (K-2)	Female	TWO or more	Hispanic	Teacher	Less than 1 year	Allow more time for brain breaks.
CCA Vernor (K-2)	Female	White	Hispanic	One on One	1-3 years	I think we need to improve in our special ed department. Sometimes the one on ones aides are not supported. I would love to have some Autism, Downs Syndrome PDs. Also staff needs to be praised:)
CCA Vernor (K-2)	Female		NOT Hispanic or Latino	Support Staff	Less than 1 year	I think that communication could be improved between administration and staff.
CCA Vernor (K-2)	Female	White	Not Hispanic or Latino	Teacher	1-3 years	<p>Money and time should be spent on increasing the special education and ELL staff. This would help promote an environment that could meet the needs of all students with unique differences. It would increase performance in the classroom and improve the RTI program.</p> <p>Students should receive more than one day of physical education. There have been numerous studies done that prove the positive impact exercise has on the brain and it's capacity for learning. Increased physical education would improve student test scores and decrease behavioral issues.</p>
CCA Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	4-10 years	More brain breaks, and play discovery based learning.
CCA Vernor (K-2)	Female		Hispanic	Administrator	4-10 years	equal