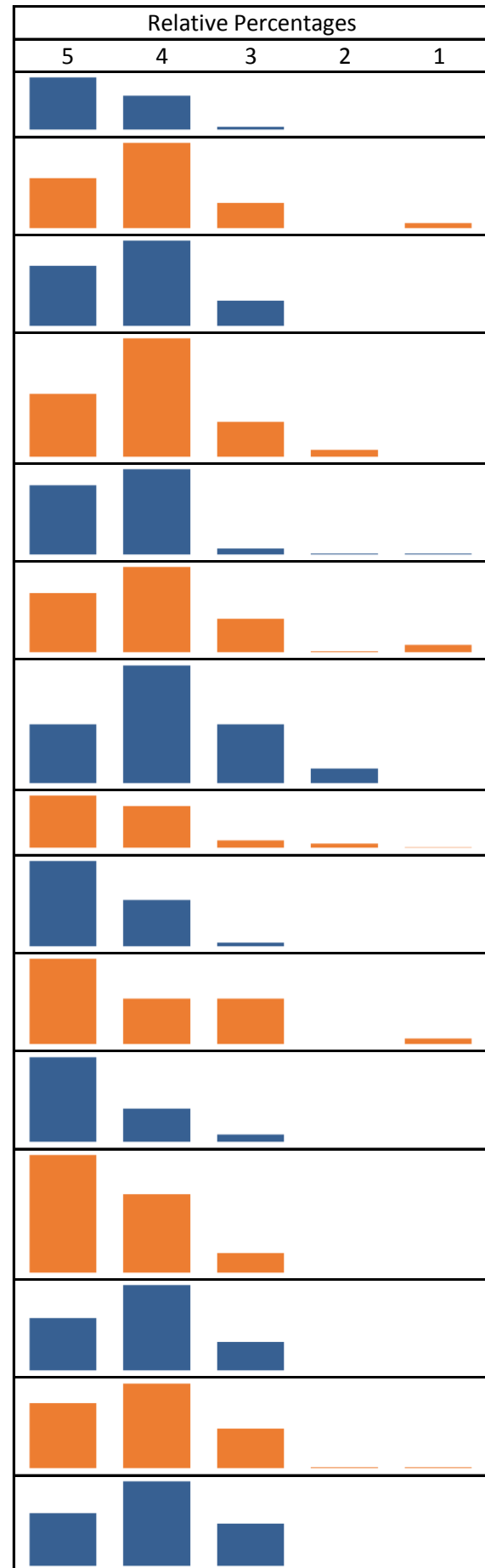


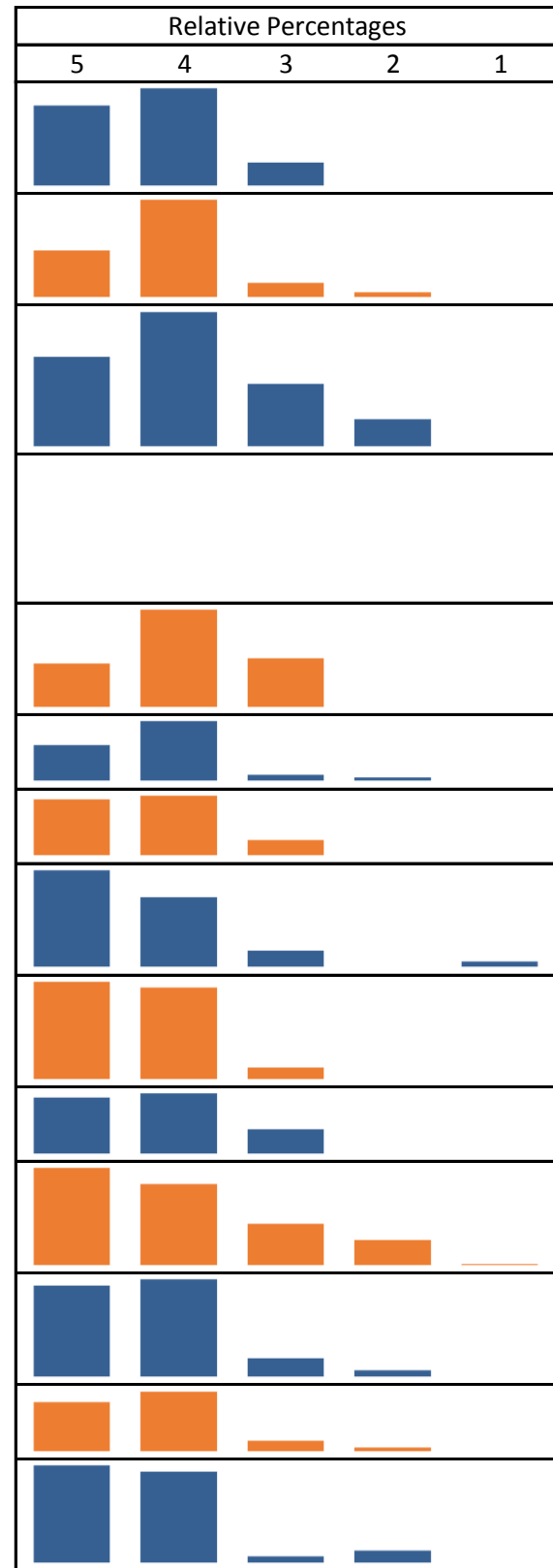
	Ratings				
	5	4	3	2	1
Q1. Our school's purpose statement is clearly focused on student success.	59%	38%	3%	0%	0%
Q2. Our schools purpose statement is formally reviewed and revised with involvement from stakeholders.	30%	52%	15%	0%	3%
Q3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.	35%	50%	15%	0%	0%
Q4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.	28%	53%	16%	3%	0%
Q5. Our school has a continuous improvement process based on data, goals, actions, and measures for growth.	40%	49%	6%	3%	3%
Q6. Our school's governing body or school board complies with all policies, procedures, laws, and regulations.	30%	42%	18%	3%	6%
Q7. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership.	24%	47%	24%	6%	0%
Q8. Our school's leaders support an innovative and collaborative culture.	46%	37%	9%	6%	3%
Q9. Our school's leaders expect staff members to hold all students to high academic standards.	63%	34%	3%	0%	0%
Q10. Our school's leaders hold themselves accountable for student learning.	47%	25%	25%	0%	3%
Q11. Our school's leaders hold staff members accountable for student learning.	68%	26%	6%	0%	0%
Q12. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	55%	36%	9%	0%	0%
Q13. Our school's leaders ensure all staff members use supervisory feedback to improve student learning.	31%	51%	17%	0%	0%
Q14. Our school's leaders engage effectively with all stakeholders about the school's purpose and direction.	32%	41%	21%	3%	3%
Q15. Our school's leaders provide opportunities for stakeholders to be involved in the school.	29%	47%	24%	0%	0%



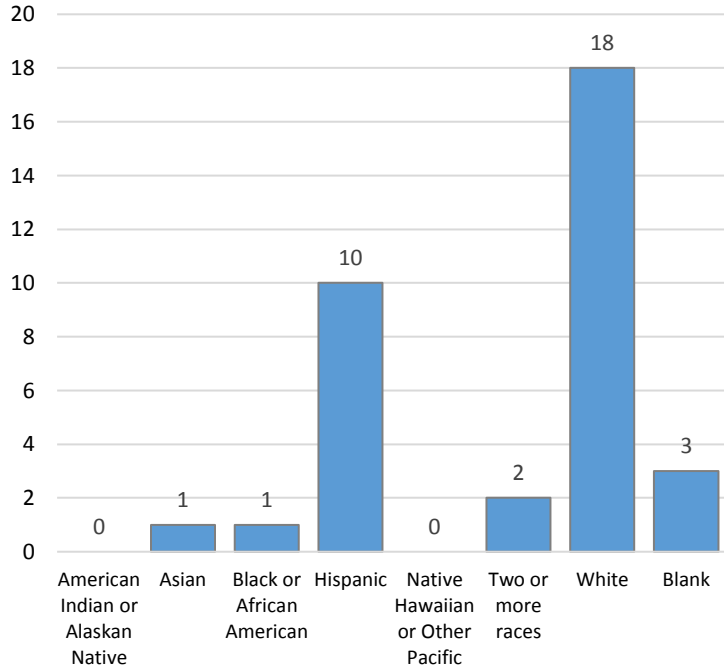
	Ratings					Relative Percentages				
	5	4	3	2	1	5	4	3	2	1
Q16. All teachers in our school monitor and adjust curriculum, instruction and assessment based on data from student assessments and examination of professional practice.	46%	46%	9%	0%	0%					
Q17. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	40%	49%	9%	3%	0%					
Q18. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection and development of critical thinking skills.	40%	49%	9%	3%	0%					
Q19. All teachers in our school use a variety of technologies as instructional resources.	59%	32%	6%	3%	0%					
Q20. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	41%	50%	6%	3%	0%					
Q21. All teachers in our school provide students with specific and timely feedback about their learning.	34%	47%	19%	0%	0%					
Q22. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	41%	50%	9%	0%	0%					
Q23. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.	33%	61%	6%	0%	0%					
Q24. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	34%	57%	3%	6%	0%					
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.)	29%	51%	11%	6%	3%					
Q26. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	35%	56%	9%	0%	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.	43%	31%	11%	11%	3%					
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.	43%	46%	11%	0%	0%					
Q29. In our school, all staff members use student data to address the unique learning needs of all students.	42%	45%	12%	0%	0%					
Q30. In our school, staff members provide peer coaching to teachers.	48%	42%	9%	0%	0%					
Q31. In our school, a formal process is in place to support new staff members in their professional practice.	32%	50%	15%	0%	3%					
Q32. In our school, all staff members participate in continuous professional learning based on identified needs of the school.	37%	51%	11%	0%	0%					
Q33. In our school, a professional learning program is designed to build capacity among all professional and support staff members.	26%	56%	12%	6%	0%					
Q34. In our school, all school personnel regularly engage families in their children's learning progress.	30%	64%	6%	0%	0%					
Q35. In our school, all stakeholders are informed of policies, processes, and procedures related to grading and reporting.	29%	57%	14%	0%	0%					
Q36. Our school provides qualified staff members to support student learning.	57%	40%	3%	0%	0%					
Q37. Our school provides instructional time and resources to support our school's goals and priorities.	46%	49%	6%	0%	0%					
Q38. Our school provides sufficient material resources to meet student needs.	50%	44%	6%	0%	0%					
Q39. Our school provides protected instructional time.	51%	43%	6%	0%	0%					
Q40. Our school provides a variety of information resources to support student learning.	43%	51%	6%	0%	0%					

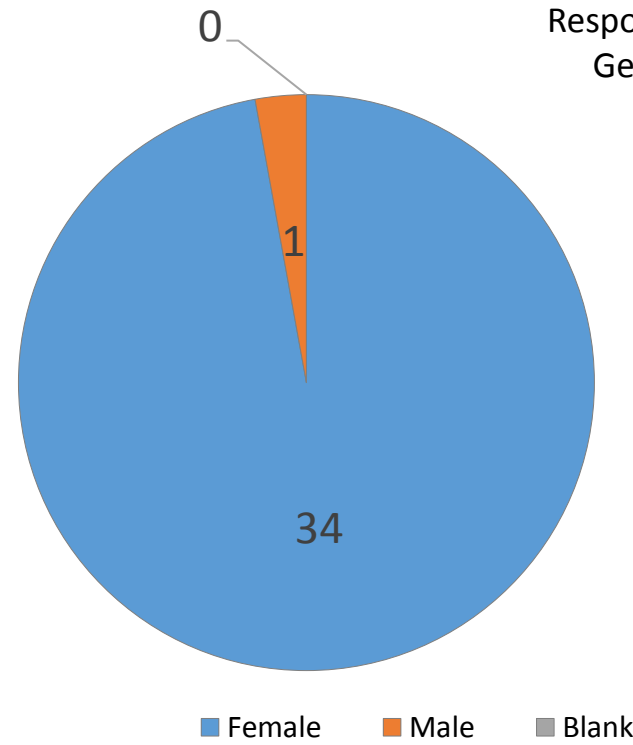
	Ratings				
	5	4	3	2	1
Q41. Our school provides a plan for the acquisition and support of technology to support student learning.	40%	49%	11%	0%	0%
Q42. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	29%	60%	9%	3%	0%
Q43. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	29%	43%	20%	9%	0%
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.	23%	51%	26%	0%	0%
Q45. Our school maintains facilities that support student learning.	34%	57%	6%	3%	0%
Q46. Our school maintains facilities that contribute to a safe environment.	43%	46%	11%	0%	0%
Q47. Our school uses multiple assessment measures to determine student learning and school performance.	51%	37%	9%	0%	3%
Q48. Our school employs consistent assessment measures across classrooms and courses.	49%	46%	6%	0%	0%
Q49. Our school has a systematic process for collecting, analyzing, and using data.	40%	43%	17%	0%	0%
Q50. Our school ensures all staff members are trained in the evaluation, interpretation and use of data.	37%	31%	17%	11%	3%
Q51. Our school uses data to monitor student readiness and success at the next level.	43%	46%	9%	3%	0%
Q52. Our school leaders monitor data related to student achievement.	40%	49%	9%	3%	0%
Q53. Our school leaders monitor data related to school continuous improvement goals.	47%	44%	3%	6%	0%



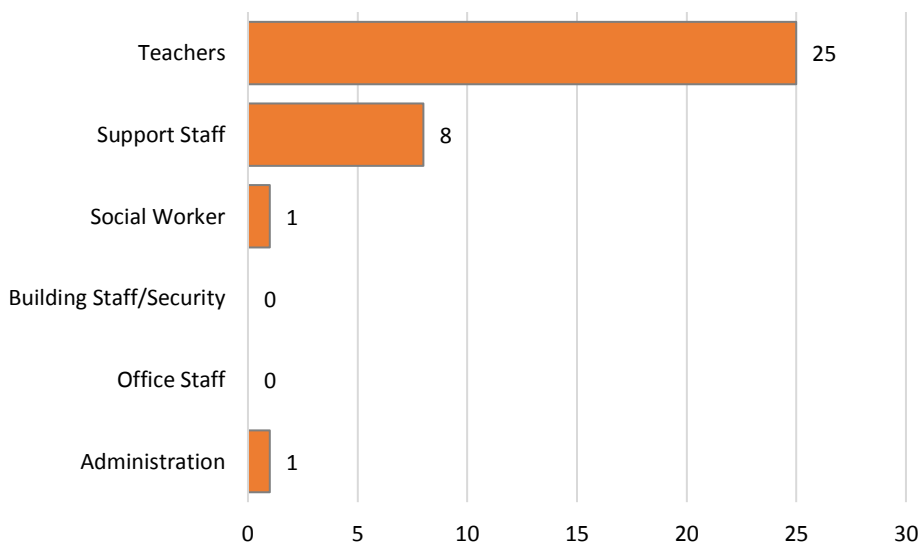
Responses by Ethnicity



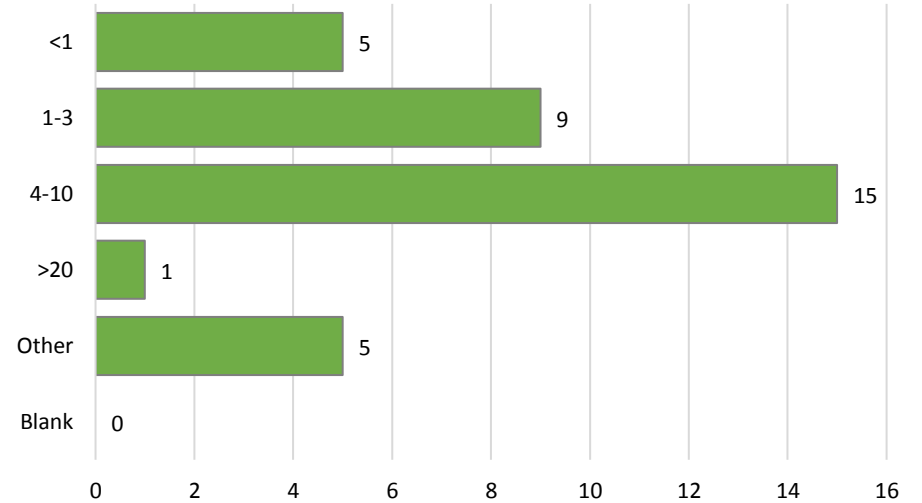
Responses by Gender



Responses by Role



Responses by Years of Experience



CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	Other	The enthusiasm and appreciation of our students and families
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
CCA Vernor (K-2)	Female	White		Teacher	Other	Teaching and supper resources that are available
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 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 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 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 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 enviroment , 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 Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like best about your school?
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 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 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.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
CCA Vernor (K-2)	Female	White	Hispanic	Teacher	Other	Not enough classrooms/space
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 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 Vernor (K-2)	Female	White	NOT Hispanic or Latino	Teacher	Less than 1 year	The staff meetings are a bit long.
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 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 Vernor (K-2)	Male	White	NOT Hispanic or Latino	social worker	1-3 years	Limited space.
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 Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
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 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 Vernor (K-2)	Female	White	Hispanic	One on One	1-3 years	I do not like that we do have the space to work with students outside of the classroom. We need table and chairs to with them in the hallway.

CCA Location	Gender	Race	Ethnicity	Role	Experience Level	What do you like least about your school?
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 deomstrates 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 inconsistant. Students with behavior issues rarely recieve appropriate or necessary consequences. Support staff is routinely surprised with addiational 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 time.

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	Teacher	Other	Add on or relocate. We have outgrown our building.
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 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 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 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 Vernor (K-2)	Female	Two or more races	Hispanic	Teacher	Less than 1 year	We need a resource room to support our students with special needs.
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 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 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	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 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 races	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	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. 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.
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