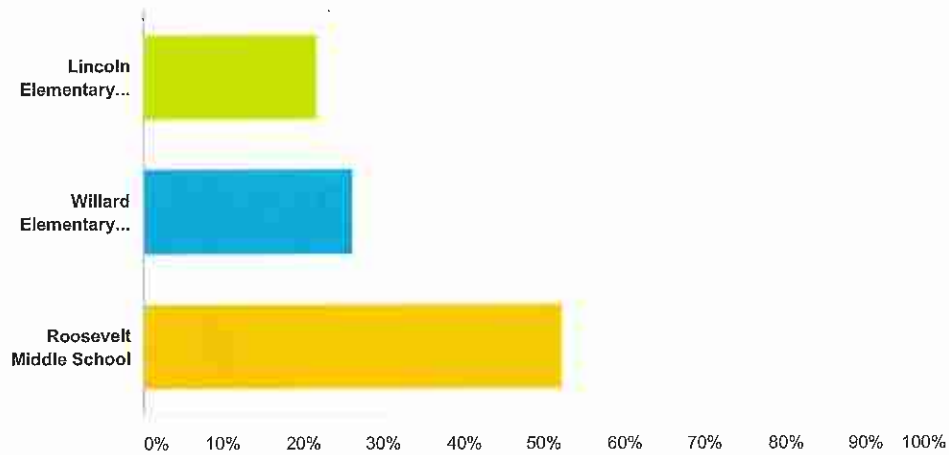


Q1 Please select the primary location where you work (please select one).

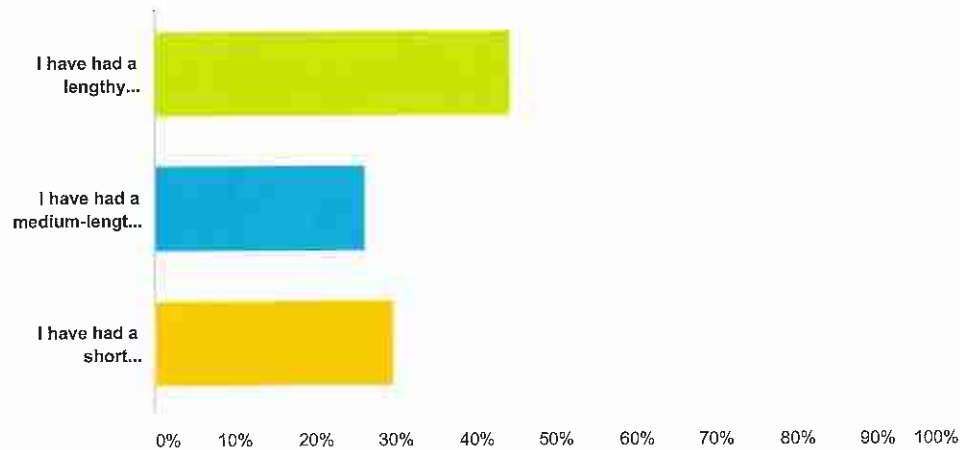
Answered: 115 Skipped: 2



Answer Choices	Responses	
Lincoln Elementary School	21.74%	25
Willard Elementary School	26.09%	30
Roosevelt Middle School	52.17%	60
Total		115

Q2 Which statement best describes your perceived experience with River Forest District 90 Schools?

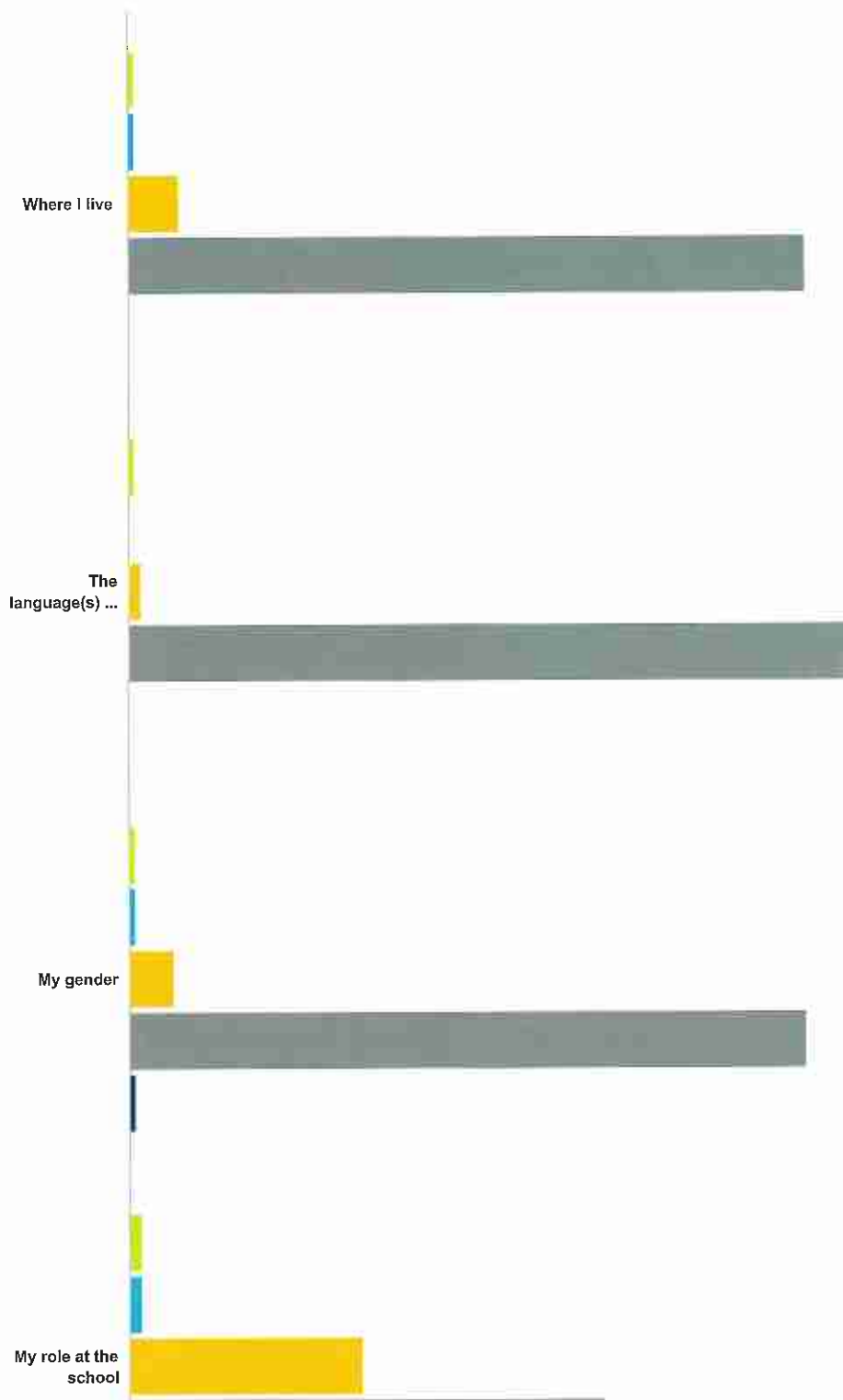
Answered: 115 Skipped: 2

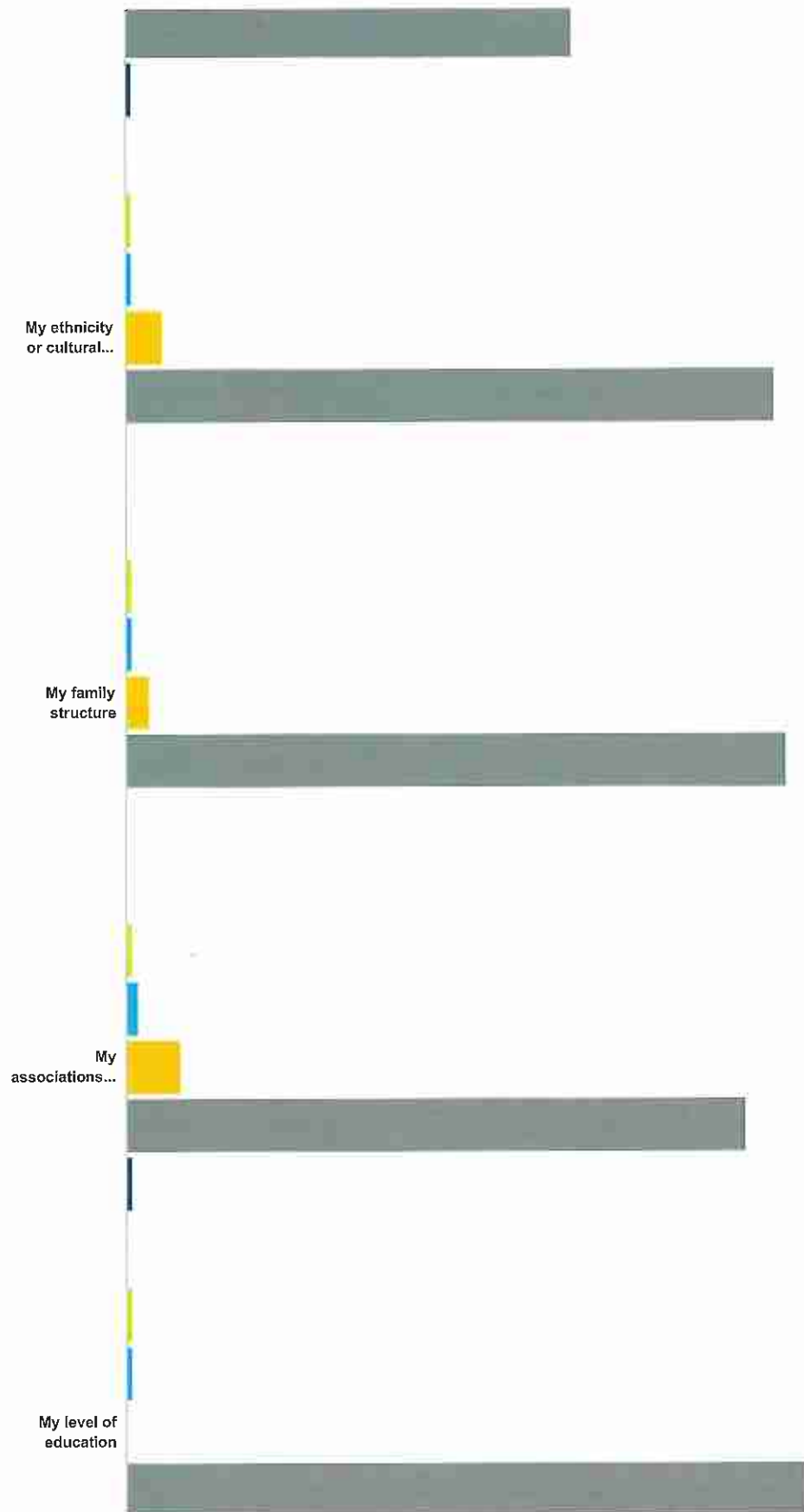


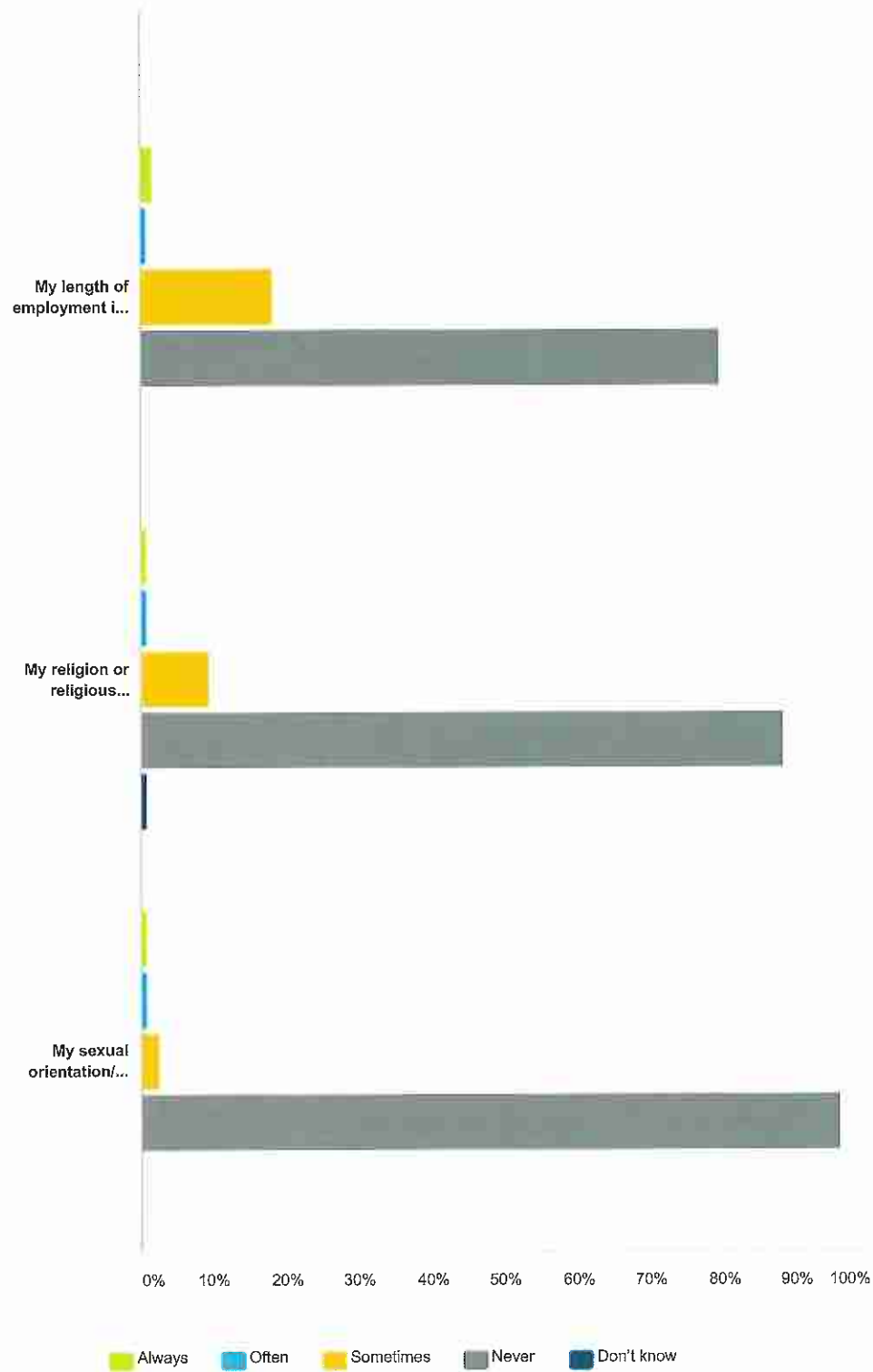
Answer Choices	Responses	
I have had a lengthy relationship with District 90 schools	44.35%	51
I have had a medium-length relationship with District 90 schools	26.09%	30
I have had a short relationship with District 90 schools	29.57%	34
Total		115

Q3 Do you ever feel unwelcome or uncomfortable in the school community because of any of the following?:

Answered: 117 Skipped: 0







	Always	Often	Sometimes	Never	Don't know	Total
Where I live	0.85% 1	0.85% 1	6.84% 8	91.45% 107	0.00% 0	117
The language(s) I speak	0.85% 1	0.00% 0	1.71% 2	97.44% 114	0.00% 0	117

D90 Inclusiveness Perception Survey 2017: Staff

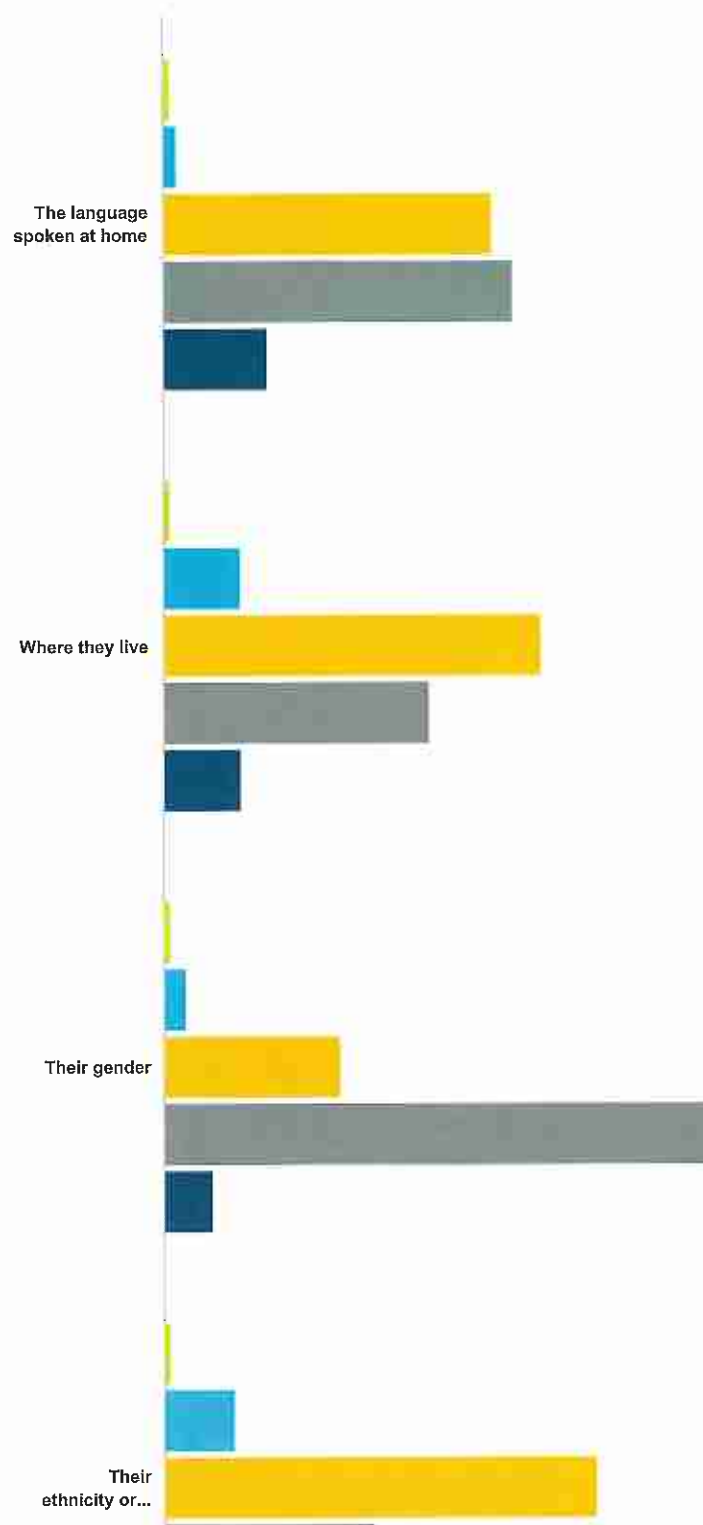
SurveyMonkey

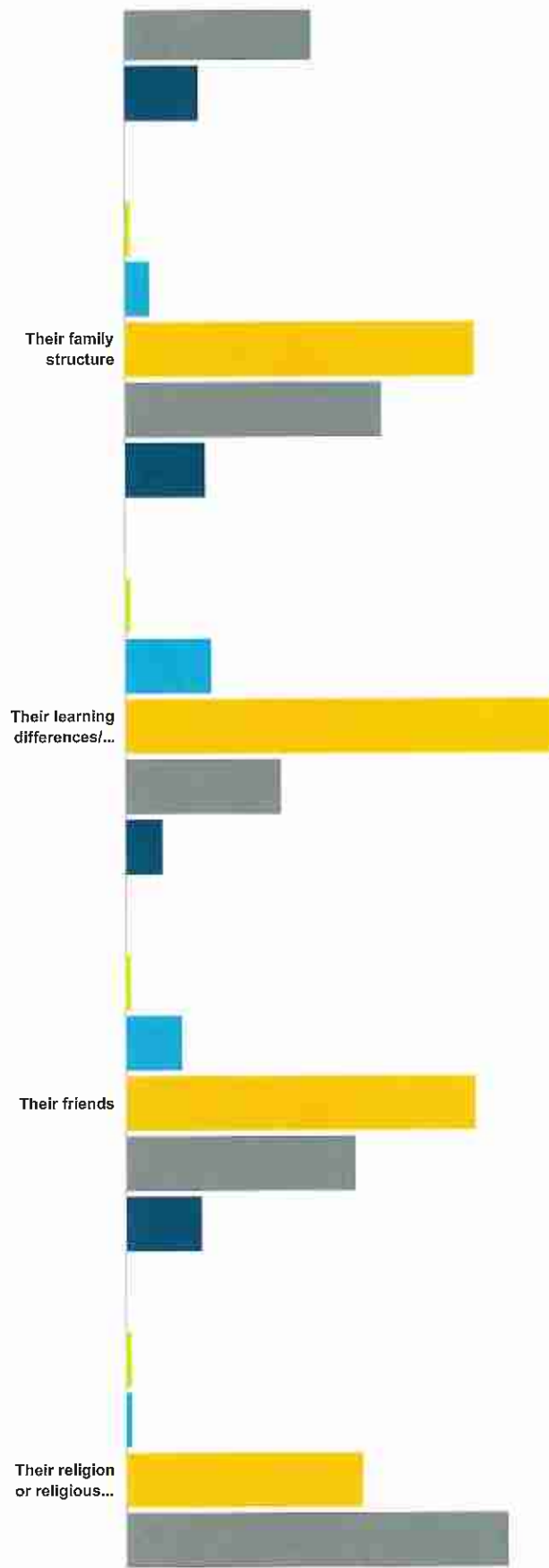
My gender	0.85%	0.85%	5.98%	91.45%	0.85%	117
	1	1	7	107	1	
My role at the school	1.71%	1.71%	31.62%	64.10%	0.85%	117
	2	2	37	75	1	
My ethnicity or cultural background	0.85%	0.85%	5.13%	93.16%	0.00%	117
	1	1	6	109	0	
My family structure	0.85%	0.85%	3.42%	94.87%	0.00%	117
	1	1	4	111	0	
My associations or affiliations	0.85%	1.71%	7.69%	88.89%	0.85%	117
	1	2	9	104	1	
My level of education	0.85%	0.85%	0.00%	98.29%	0.00%	117
	1	1	0	115	0	
My length of employment in the District/School	1.72%	0.86%	18.10%	79.31%	0.00%	116
	2	1	21	92	0	
My religion or religious beliefs	0.85%	0.85%	9.40%	88.03%	0.85%	117
	1	1	11	103	1	
My sexual orientation/gender identity	0.85%	0.85%	2.56%	95.73%	0.00%	117
	1	1	3	112	0	

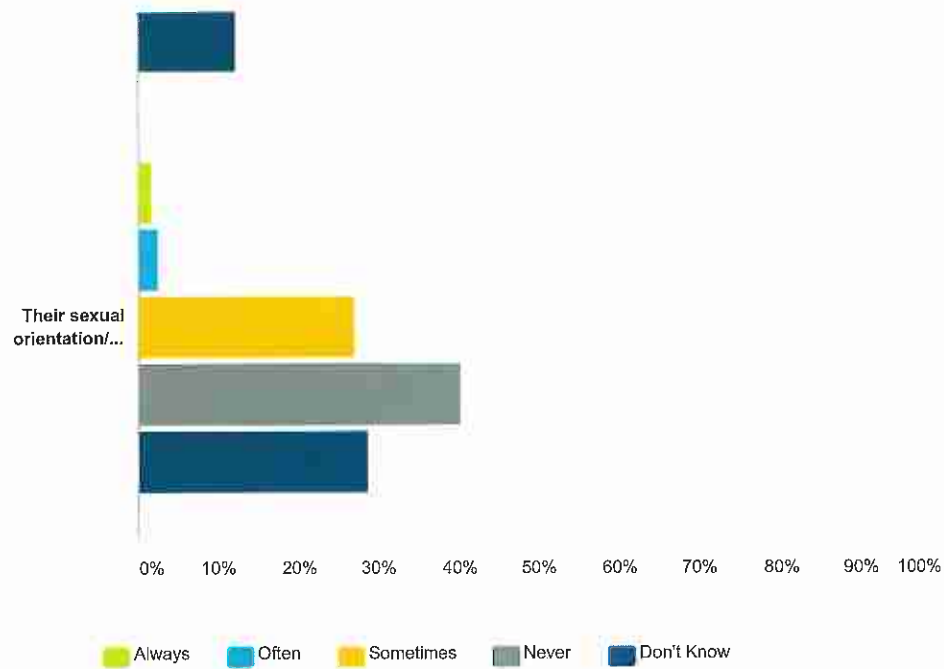
#	Other (please specify)	Date
1	Sometimes uncomfortable as a mixed-race family.	3/23/2017 3:29 PM
2	I have been publicly criticized by students for: not allowing slang, called homophobic b/c of remaining faithful to the author's intent, called sexist b/c I asked boys to move a heavy piece of furniture. There are instances where students take the opportunity to bully teachers. I've also been asked, "Are you still here? Aren't you retired yet?"	3/23/2017 11:06 AM
3	I don't feel unwelcome/uncomfortable, but unseen or unappreciated on occasion	3/23/2017 10:41 AM
4	My age	3/23/2017 10:16 AM
5	On occasion I do feel uncomfortable with the political comments of some of my colleagues. I don't believe they want to engage in a real discussion of the issues facing our nation or our state. From their comments it is obvious that they are not open to other points of view.	3/8/2017 7:02 PM

Q4 Do you believe that your students feel unwelcome or uncomfortable at school because of any of the following?

Answered: 115 Skipped: 2







	Always	Often	Sometimes	Never	Don't Know	Total
The language spoken at home	0.87% 1	1.74% 2	40.87% 47	43.48% 50	13.04% 15	115
Where they live	0.87% 1	9.57% 11	46.96% 54	33.04% 38	9.57% 11	115
Their gender	0.88% 1	2.63% 3	21.93% 25	68.42% 78	6.14% 7	114
Their ethnicity or cultural background	0.87% 1	8.70% 10	53.91% 62	26.09% 30	10.43% 12	115
Their family structure	0.87% 1	3.48% 4	48.70% 56	35.65% 41	11.30% 13	115
Their learning differences/learning style	0.87% 1	12.17% 14	60.00% 69	21.74% 25	5.22% 6	115
Their friends	0.88% 1	7.96% 9	48.67% 55	31.86% 36	10.62% 12	113
Their religion or religious beliefs	0.87% 1	0.87% 1	33.04% 38	53.04% 61	12.17% 14	115
Their sexual orientation/gender identity	1.74% 2	2.61% 3	26.96% 31	40.00% 46	28.70% 33	115

#	Other (please specify)	Date
1	I think that socioeconomic status is a great divide between some of the students, and we need to be aware of that.	3/24/2017 9:09 AM
2	I would have answered rarely to all of the situations if given the option.	3/23/2017 9:53 PM
3	At the middle school level anywhere it seems natural that students would at times feel unwelcome or uncomfortable with regards to friend groups. There are a lot of dynamic changes at this age.	3/23/2017 4:21 PM
4	Their family income level	3/23/2017 12:53 PM
5	Section 4 Questions are not applicable.	3/22/2017 10:13 AM

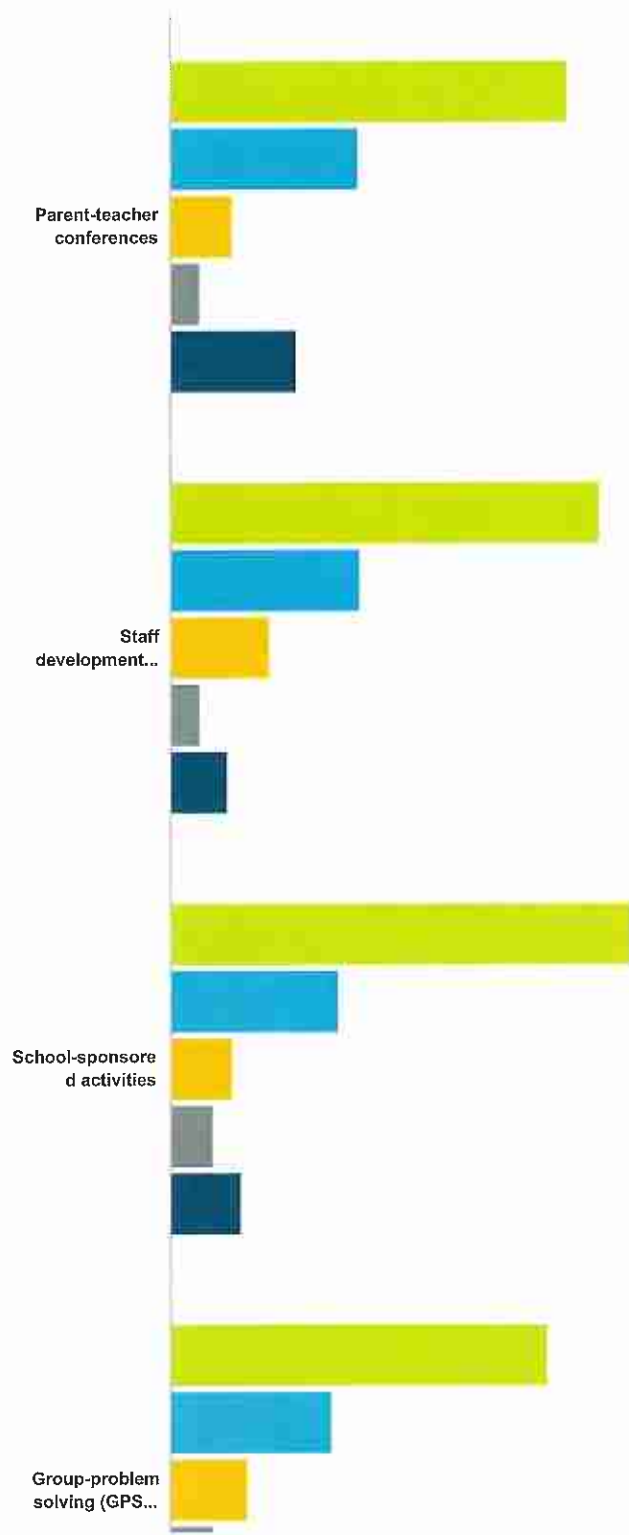
6

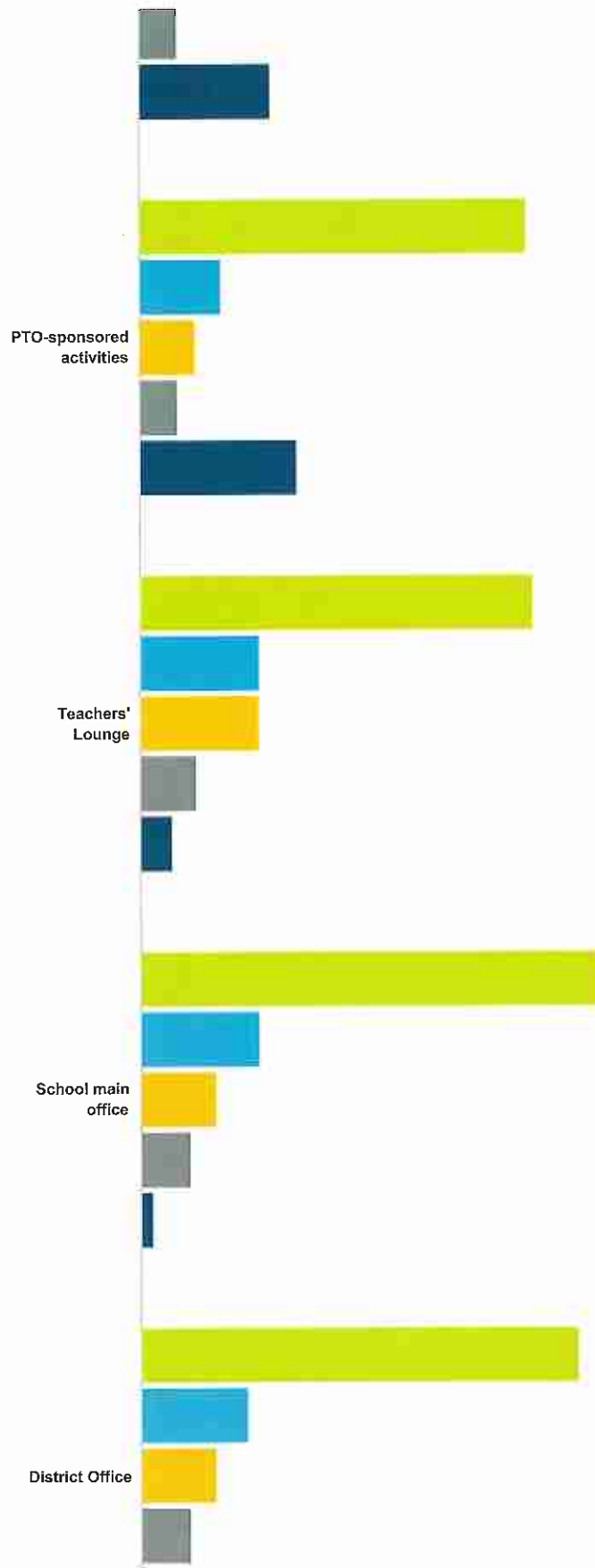
I would certainly hope not, but I wonder what role implicit bias plays with any of the above criteria. Words matter - in the event that someone does not feel comfortable how can we raise awareness or understanding related to how words impact students independent of how they were intended to be receive.

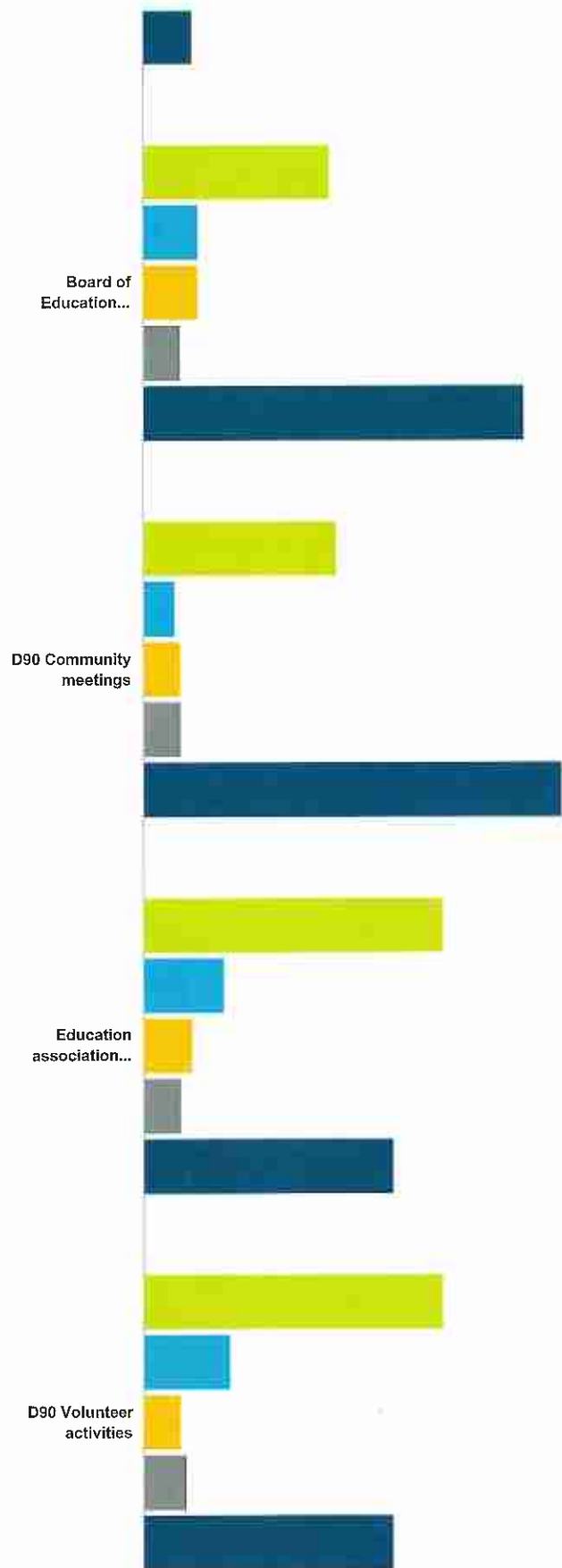
3/22/2017 8:32 AM

**Q5 Please identify how often you feel
welcome or comfortable in the following
settings:**

Answered: 115 Skipped: 2







0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

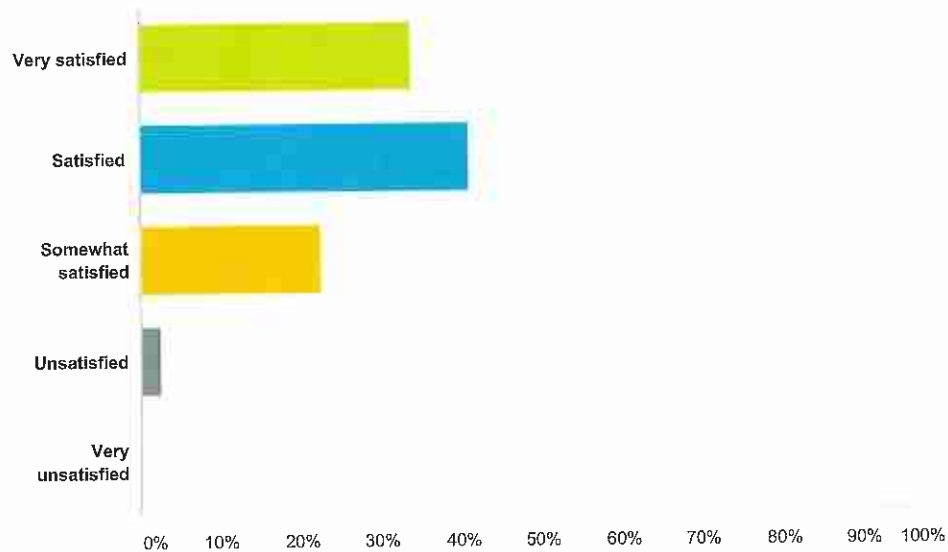
Always Often Sometimes Never Don't know/Not applicable

	Always	Often	Sometimes	Never	Don't know/Not applicable	Total
Parent-teacher conferences	49.57% 57	23.48% 27	7.83% 9	3.48% 4	15.65% 18	115
Staff development meetings	53.51% 61	23.68% 27	12.28% 14	3.51% 4	7.02% 8	114
School-sponsored activities	57.39% 66	20.87% 24	7.83% 9	5.22% 6	8.70% 10	115
Group-problem solving (GPS) or IEP meetings	46.96% 54	20.00% 23	9.57% 11	5.22% 6	18.26% 21	115
PTO-sponsored activities	53.91% 62	11.30% 13	7.83% 9	5.22% 6	21.74% 25	115
Teachers' Lounge	54.78% 63	16.52% 19	16.52% 19	7.83% 9	4.35% 5	115
School main office	64.35% 74	16.52% 19	10.43% 12	6.96% 8	1.74% 2	115
District Office	60.87% 70	14.78% 17	10.43% 12	6.96% 8	6.96% 8	115
Board of Education meetings	26.09% 30	7.83% 9	7.83% 9	5.22% 6	53.04% 61	115
D90 Community meetings	26.96% 31	4.35% 5	5.22% 6	5.22% 6	58.26% 67	115
Education association meetings	41.74% 48	11.30% 13	6.96% 8	5.22% 6	34.78% 40	115
D90 Volunteer activities	41.74% 48	12.17% 14	5.22% 6	6.09% 7	34.78% 40	115

#	Other (please specify)	Date
1	The ladies who work at the District Office are very kind and welcoming.	3/23/2017 4:21 PM

Q6 How satisfied are you with the degree to which River Forest District 90 provides a culture of individuals who are sensitive, responsive, and inclusive of each other?

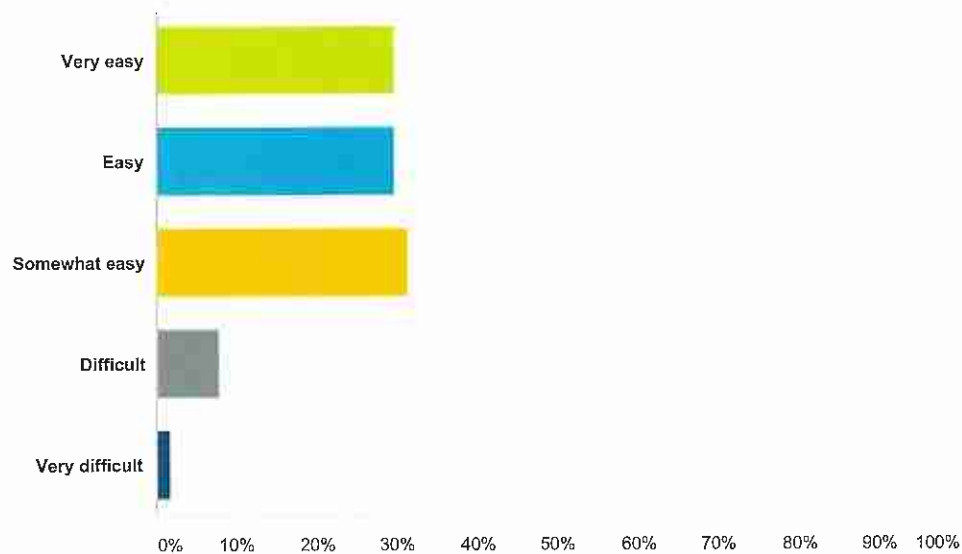
Answered: 115 Skipped: 2



Answer Choices	Responses	
Very satisfied	33.91%	39
Satisfied	40.87%	47
Somewhat satisfied	22.61%	26
Unsatisfied	2.61%	3
Very unsatisfied	0.00%	0
Total		115

Q7 In the River Forest District 90 community, how easy is it for you to make a connection with a colleague outside your work group or team?

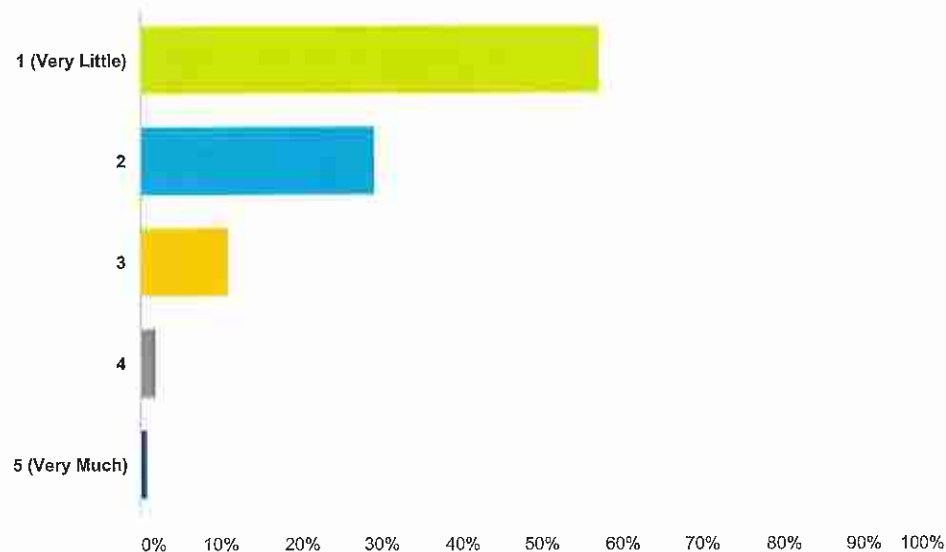
Answered: 115 Skipped: 2



Answer Choices	Responses	
Very easy	29.57%	34
Easy	29.57%	34
Somewhat easy	31.30%	36
Difficult	7.83%	9
Very difficult	1.74%	2
Total		115

Q8 To what extent have your students ever experienced discriminatory procedures, practices, or behaviors in River Forest District 90.

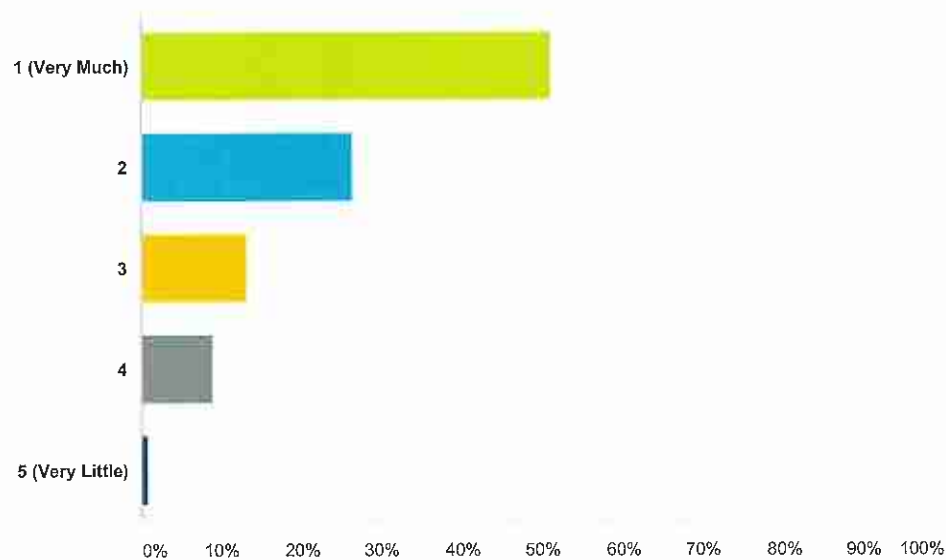
Answered: 110 Skipped: 7



Answer Choices	Responses	
1 (Very Little)	57.27%	63
2	29.09%	32
3	10.91%	12
4	1.82%	2
5 (Very Much)	0.91%	1
Total		110

Q9 Do you feel that River Forest District 90 holds inclusiveness in high regard?

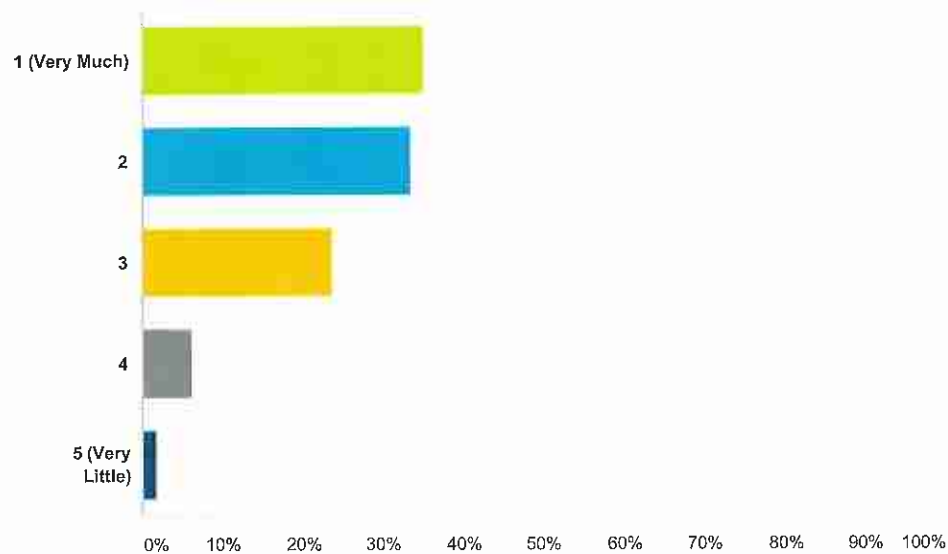
Answered: 114 Skipped: 3



Answer Choices	Responses	
1 (Very Much)	50.88%	58
2	26.32%	30
3	13.16%	15
4	8.77%	10
5 (Very Little)	0.88%	1
Total		114

Q10 . . . models important life skills of awareness, self-reflection, sensitivity, and responsiveness to others?

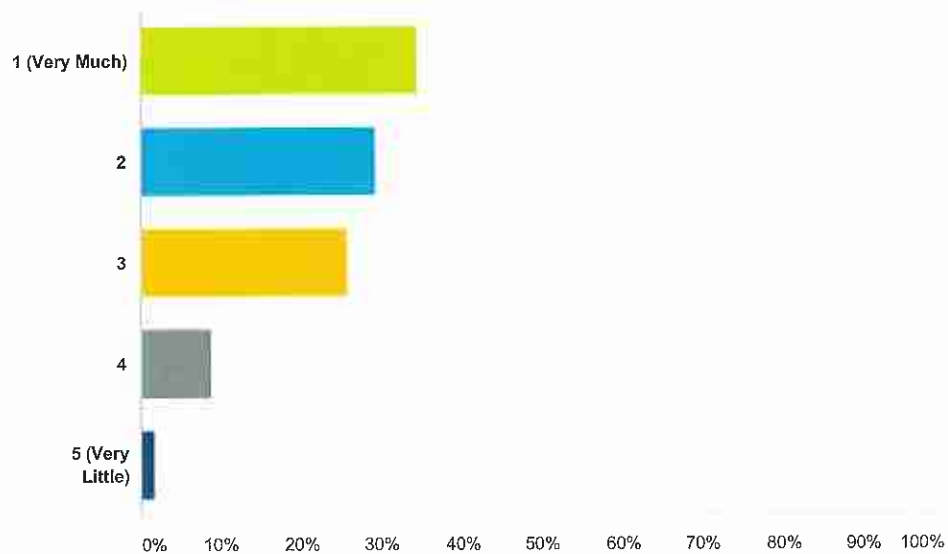
Answered: 114 Skipped: 3



Answer Choices	Responses
1 (Very Much)	35.09% 40
2	33.33% 38
3	23.68% 27
4	6.14% 7
5 (Very Little)	1.75% 2
Total	114

Q11 . . . teaches important life skills of awareness, self-reflection, sensitivity, and responsiveness to others?

Answered: 113 Skipped: 4



Answer Choices	Responses
1 (Very Much)	34.51% 39
2	29.20% 33
3	25.66% 29
4	8.85% 10
5 (Very Little)	1.77% 2
Total	113

Q12 Please share any ways in which you believe that River Forest District 90 can be a more inclusive school community.

Answered: 17 Skipped: 100

#	Responses	Date
1	Less tracking	3/30/2017 10:37 AM
2	Be more aware of microaggressions, and labels/language that puts students in pre-determined groups	3/24/2017 9:43 AM
3	I think that we need to do more education of our parent community. We are not a very diverse community, and I have seen prejudices from home come to school. Parents have made comments based on where students live, or what their family structure is.	3/24/2017 9:11 AM
4	RFD90 can be more inclusive by maintaining constant vigilance to be more inclusive.	3/23/2017 9:59 PM
5	The middle school needs classroom teachers of color.	3/23/2017 4:21 PM
6	Parents need to be more supportive of teachers and risk not being popular with his child on occasion	3/23/2017 2:55 PM
7	Tracking causes high anxiety and is, by definition, exclusive	3/23/2017 12:56 PM
8	MEMBERS WILL SHUT OTHERS OUT THAT DON'T BELONG TO THE SUBJECT AREA OR LOOK DOWN AT THEM BECAUSE OF THE JOB THEY HOLD	3/23/2017 11:23 AM
9	Advisory Period should help!	3/23/2017 10:52 AM
10	Advisories	3/23/2017 10:49 AM
11	We're doing great. Teachers sometime gripe about other teachers not having to do x, y or z as much as they do. That's petty.	3/23/2017 10:49 AM
12	More opportunities for life skills	3/23/2017 10:48 AM
13	Integrate multicultural literature and materials throughout the year, not just during specific months like Hispanic Heritage or African American. Another idea is to change the holiday assembly so that the focus is more seasonal. I think it is unfortunate that some of the Muslim students can not participate and so they sit out of all practices and performances.	3/23/2017 10:25 AM
14	hire more certified & professional employees-of-color (not just custodians or TAs)	3/22/2017 9:42 AM
15	We need to include gifted students.	3/22/2017 4:50 AM
16	My wish is for our children's community outside of school was less discriminatory and more accepting and tolerant of differences.	3/15/2017 1:23 PM
17	allow for more time for the teachers to reflect...support SEL development because with better SEL development academic growth will be more stress-free for students	3/8/2017 7:28 PM