Educational Equity Policy Implementation Survey

Prepared for Douglas County School District

This data supplement contains aggregate and segmented results from the Educational Equity Policy Implementation Survey. The descriptions below indicate which segmentations are on each tab.

Cells with light blue backgrounds indicate a statistically significant difference (95% confidence level) between groups. These cells also have comment bubbles with more details.

Responses such as "I don't know" or "Not applicable" were excluded from the analysis where applicable.

Tab	Description
Topline	*This tab presents aggregate survey results for all closed-ended questions.*
By Group	*This tab presents results disaggregated by the respondent's relationship to DCSD.*
By Staff Level	*This tab presents results disaggregated by staff level (District vs. School).*
By Staff Role	*This tab presents results disaggregated by staff role.*
By Grade Band	*This tab presents results disaggregated by grade band (P-K, Elementary, Middle High).*
By Special Program Participation	*This tab presents results disaggregated by whether they/their child pariticipates in a special program.*
By Race/Ethnicity	*This tab presents results disaggregated by race/ethnicity.*

Click to Access Tab

Questions	Total	
	Response Count	Response Percent
Which of the following best describes your relationship with DCSD? If you are both a parent	n=3970	
Parent/Guardian of a student in DCSD	2,690	68%
Staff member in DCSD	807	20%
Student in DCSD	264	7%
Community member of Douglas County	209	5%
None of the above	0	0%
Which of the following best describes your role at DCSD?	n=807	
School-based staff (e.g., teacher, paraprofessional, administrator, educational assistant,	695	86%
District staff (e.g., central administrator, transportation or O&M staff, central support staff)	112	14%
None of the above	0	0%
Which of the following best describes your role at your school?	n=695	
Instructional certificated staff (e.g., classroom teacher)	358	52%
Support services staff (e.g., special education, counselor)	170	24%
Instructional classified staff (e.g., instructional aide)	69	10%
School administrator (e.g., principal, assistant principal)	49	7%
Other school staff (e.g., facilities, kitchen)	49	7%
Which of the following best describes your role in the district?	n=112	
District staff (classified)	37	33%
Other district staff	27	24%
District staff (licensed)	26	23%
District administrator	22	20%
How many children do you have currently enrolled in a DCSD school?	n=2690	
None	0	0%
1 child	1,065	40%
More than 1 child	1,625	60%
Please select [your/your child's] grade.	n=2954	
Pre-K	47	2%
TK	2	0%
Kindergarten	205	7%
Grade 1	221	7%
Grade 2	207	7%
Grade 3	194	7%
Grade 4	198	7%
Grade 5	211	7%
Grade 6	171	6%
Grade 7	204	7%
Grade 8	241	8%
Grade 9	285	10%
Grade 10	266	9%
Grade 11	277	9%
Grade 12	219	7%
Adult Education	6	0%
With which grade level(s) do you teach/primarily work with? Please select all that apply.	n=358	

Pre-K	4	1%
Transitional kindergarten	3	1%
Kindergarten	50	14%
Grade 1	50	14%
Grade 2	48	13%
Grade 3	46	13%
Grade 4	52	15%
Grade 5	44	12%
Grade 6	62	17%
Grade 7	58	16%
Grade 8	52	15%
Grade 9	136	38%
Grade 10	147	41%
Grade 11	160	45%
Grade 12	163	46%
Adult Education	5	1%
School location	**n=3649**	
Academy Charter School	30	1%
Acres Green Elementary School	22	1%
American Academy	104	3%
Arrowwood Elementary School	20	1%
Aspen View Academy	58	2%
Bear Canyon Elementary School	22	1%
Ben Franklin Academy	54	1%
Buffalo Ridge Elementary School	36	1%
Castle Rock Elementary School	17	0%
Castle Rock Middle School	45	1%
Castle View High School	162	4%
Challenge to Excellence	18	0%
Chapparal High School	126	3%
Cherokee Trail Elementary School	19	1%
Cherry Valley Elementary School	7	0%
Cimarron Middle School	61	2%
Clear Sky Elementary School	34	1%
CloverLeaf Home Enrichment School	9	0%
Copper Mesa Elementary School	18	0%
Cougar Run Elementary School	15	0%
Coyote Creek Elementary School	33	1%
Cresthill Middle School	45	1%
Daniel C. Oakes High School	9	0%
DCS Montessori Charter School	35	1%
Douglas County High School	111	3%
Eagle Academy	9	0%
Eagle Ridge Elementary School	22	1%
eDCSD	9	0%
Eldorado Elementary	33	1%
Flagstone Elementary School	14	0%

Fox Creek Elementary School	28	1%
Franktown Elementary School	27	1%
Frontier Valley Elementary School	17	0%
Global Village Academy	16	0%
Gold Rush Elementary School	32	1%
Heritage Elementary School	21	1%
Highlands Ranch High School	126	3%
Hope Online Middle School	0	0%
Hope Online High School	3	0%
Iron Horse Elementary School	25	1%
Larkspur Elementary School	15	0%
Legacy Point Elementary School	26	1%
Legend High School	155	4%
Leman Academy of Excellence	61	2%
Lone Tree Elementary School	27	1%
Mammoth Heights Elementary School	36	1%
Meadow View Elementary School	33	1%
Mesa Middle School	39	1%
Mountain Ridge Middle School	44	1%
Mountain View Elementary School	24	1%
Mountain Vista High School	167	5%
North Star Academy	26	1%
Northeast Elementary School	24	1%
Northridge Elementary School	36	1%
Parker Core Knowledge	14	0%
Parker Performing Arts School	24	1%
Pine Grove Elementary School	31	1%
Pine Lane Elementary School	35	1%
Pioneer Elementary School	31	1%
Platte River Academy	32	1%
Plum Creek Academy	2	0%
Ponderosa High School	79	2%
Prairie Crossing Elementary School	41	1%
Ranch View Middle School	60	2%
Redstone Elementary School	27	1%
Renaissance Elementary Magnet School	31	1%
Renaissance Secondary School	29	1%
Rock Canyon High School	157	4%
Rock Ridge Elementary School	25	1%
Rocky Heights Middle School	76	2%
Roxborough Primary School	25	1%
Roxborough Intermediate School	18	0%
Saddle Ranch Elementary School	34	1%
Sage Canyon Elementary School	42	1%
Sagewood Middle School	54	1%
Sand Creek Elementary School	20	1%
Sedalia Elementary School	13	0%

Sierra Middle School	48	1%
SkyView Academy	58	2%
Soaring Hawk Elementary School	27	1%
South Ridge Elementary School	11	0%
STEM School Highlands Ranch	57	2%
Stone Mountain Elementary School	32	1%
Summit View Elementary School	27	1%
ThunderRidge High School	132	4%
Timber Trail Elementary School	44	1%
Trailblazer Elementary School	21	1%
Wildcat Mountain Elementary School	37	1%
World Compass Academy	26	1%
Bridge Program	13	0%
Child Find	3	0%
DC Support	8	0%
[Do you/Does your child] participate in any of the following? Please select all that apply.	**n=2954**	
Gifted and Talented	663	22%
Special Education	288	10%
504	272	9%
Free or Reduced-Price Lunch (FRL)	70	2%
English Language Development (ELD)	26	1%
None of the above	1,778	60%
How familiar are you with DCSD schools?	**n=209**	
Not at All Familiar	0	0%
Slightly Familiar	11	5%
Moderately Familiar	54	26%
Very Familiar	72	34%
Extremely Familiar	72	34%
Top 2	144	69%
I have read DCSD Board of Education Policy ADB: Educational Equity in its entirety.	**n=3970**	
yes	3,970	100%
No	0	0%
I have read DCSD Board of Education Resolution in its entirety.	**n=3970**	
yes	3,970	100%
No	0	0%
What do you hope will result from the implementation of Board Policy ADB? Please select	**n=3970**	
Curriculum that promotes critical thinking and problem-solving	2,711	68%
A historically accurate and comprehensive social studies curriculum	2,455	62%
Increased growth and achievement for all students	2,268	57%
Increased access to opportunities for all students	2,144	54%
Procedures and policies that identify, address, and prevent discrimination	2,038	51%
Disciplinary procedures that are applied consistently and free of bias	2,037	51%
Curriculum that reflects multiple perspectives	1,935	49%
Increased focus on promoting inclusion and respect	1,930	49%
Differentiated access to instructional support, materials, and resources based on the specific	1,781	45%
Instructional practices and materials that are bias-free	1,767	45%
Staff recruitment and development decisions that are equitable and bias free	1,718	43%

Balanced instruction that reflects differing perspectives, including one that reflects my family	1,662	42%
Curriculum that represents students' experiences, identities, and backgrounds	1,626	41%
Closing of subgroup achievement gaps	1,184	30%
Equal outcomes for all students	1,061	27%
Other	426	11%
None of the above	264	7%
What positive effects might the implementation of Board Policy ADB have on students and	**n=3970**	
Decreased instances of bullying and harassment	2,079	52%
Greater respect among students	2,074	52%
Increase in academic growth and achievement	1,945	49%
Increased opportunities for students to consider ideas from multiple perspectives	1,921	48%
Increase in opportunities for all students	1,865	47%
More welcoming and inclusive classrooms	1,855	47%
Improved school and district climate	1,816	46%
Student differences are viewed as assets	1,773	45%
Increased student engagement	1,764	44%
Increased sense of belonging in school for all stakeholders	1,719	43%
More welcoming and inclusive workplaces	1,644	41%
Improved student and staff relationships	1,630	41%
More equitable curricular representation for students from diverse backgrounds	1,614	41%
Improved student collaboration	1,516	38%
Increased staff diversity	1,471	37%
Staff differences are viewed as assets	1,440	36%
Elimination of achievement gaps	1,048	26%
Increased representation of my personal values	531	13%
Increased representation of my culture	489	12%
Increased representation of my identity	463	12%
Increased representation of my personal religious beliefs	360	9%
Other	276	7%
None of the above	632	16%
What, if any, concerns do you have regarding the implementation of Board Policy ADB?	**n=3970**	
Politicization of school curriculum	2,360	59%
Politicization of school environment	2,348	59%
Reduced focus on the core academic curriculum	1,655	42%
Increased dysfunction in school and district culture and climate	1,519	38%
Introduction of age-inappropriate content	1,465	37%
Increased division in schools and district	1,451	37%
Increased division among students	1,383	35%
Suppression of individual beliefs or opinions	1,301	33%
Introduction of content that does not align with my personal values	1,148	29%
Student discomfort with class content or discussions	1,138	29%
Increased division among staff	1,116	28%
Negative impact on instructional planning	1,101	28%
Staff discomfort with class content or discussions	931	23%
Introduction of content that does not align with my religious beliefs	890	22%
Other	465	12%
None of the above	863	22%

How should DCSD measure and evaluate Board Policy ADB's impact on students and staff?	n=3970	
Student achievement and growth data	2,359	59%
Student perception data (e.g., Healthy Kids Survey)	2,096	53%
Staff recruitment/retention data	1,790	45%
Staff evaluation data	1,485	37%
Course enrollment data (e.g., AP/Honors/CE enrollment, CTE enrollment, program	1,262	32%
Student disciplinary data	1,253	32%
District/School/Classroom observation protocol	1,192	30%
Stakeholder perceptions of school & district climate	1,154	29%
Stakeholder satisfaction data	1,052	26%
Summary reports of policy changes	873	22%
Other	332	8%
None of the above	282	7%
In which of the following areas related to Board Policy ADB would you like to receive	n=3970	
Proposed policy/procedural changes	1,991	50%
Criteria for adopting new curricular materials and resources	1,937	49%
Implementation plans by grade/school level	1,863	47%
Criteria for evaluating current curricular materials and resources	1,791	45%
Parent communication and engagement	1,616	41%
Current data related to students (achievement, disciplinary, and perception)	1,499	38%
Current data related to staff (evaluation, recruitment/retention, and perception)	1,348	34%
Procedures for providing community feedback	1,255	32%
Clarification/training on elements of the policy	1,140	29%
Procedures for obtaining information from the Equity Advisory Council	1,027	26%
Current data related to stakeholder perceptions	946	24%
Other	145	4%
None of the above	659	17%
For how many years have you worked at DCSD?	n=804	
Less than 1 year	42	5%
1 to 3 years	120	15%
4 to 6 years	147	18%
7 to 10 years	153	19%
11 to 15 years	115	14%
16 to 20 years	105	13%
More than 20 years	99	12%
Prefer not to respond	23	3%
With which of the following categories [do you/does your child] identify? Select all that	n=3963	
White	2,718	69%
Hispanic or Latin(o/a/x)	300	8%
Asian	164	4%
Black or African American	106	3%
American Indian or Alaskan Native	79	2%
Middle Eastern or North African	31	1%
Native Hawaiian or Pacific Islander	31	1%
Not listed/Prefer to self-describe	193	5%
Prefer not to respond	831	21%

	By Group									
	Total		Parent		Staff		Student		Community member	
Questions	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Which of the following best describes your relationship with DCSD? If you are both a	n=3970		n=2690		n=807		n=264		n=209	
Parent/Guardian of a student in DCSD	2,690	68%	2,690	100%	0	0%	0	0%	0	0%
Staff member in DCSD	807	20%	0	0%	807	100%	0	0%	0	0%
Student in DCSD	264	7%	0	0%	0	0%	264	100%	0	0%
Community member of Douglas County	209	5%	0	0%	0	0%	0	0%	209	100%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at DCSD?	n=807		n=0		n=807		n=0		n=0	
School-based staff (e.g., teacher, paraprofessional, administrator, educational assistant, support	695	86%	0	0%	695	86%	0	0%	0	0%
District staff (e.g., central administrator, transportation or O&M staff, central support staff)	112	14%	0	0%	112	14%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at your school?	n=695		n=0		n=695		n=0		n=0	
Instructional certificated staff (e.g., classroom teacher)	358	52%	0	0%	358	52%	0	0%	0	0%
Support services staff (e.g., special education, counselor)	170	24%	0	0%	170	24%	0	0%	0	0%
Instructional classified staff (e.g., instructional aide)	69	10%	0	0%	69	10%	0	0%	0	0%
School administrator (e.g., principal, assistant principal)	49	7%	0	0%	49	7%	0	0%	0	0%
Other school staff (e.g., facilities, kitchen)	49	7%	0	0%	49	7%	0	0%	0	0%
Which of the following best describes your role in the district?	n=112		n=0		n=112		n=0		n=0	
District staff (classified)	37	33%	0	0%	37	33%	0	0%	0	0%
Other district staff	27	24%	0	0%	27	24%	0	0%	0	0%
District staff (licensed)	26	23%	0	0%	26	23%	0	0%	0	0%
District administrator	22	20%	0	0%	22	20%	0	0%	0	0%
How many children do you have currently enrolled in a DCSD school?	n=2690		n=2690		n=0		n=0		n=0	
None	0	0%	0	0%	0	0%	0	0%	0	0%
1 child	1,065	40%	1,065	40%	0	0%	0	0%	0	0%
More than 1 child	1,625	60%	1,625	60%	0	0%	0	0%	0	0%
Please select [your/your child's] grade.	n=2954		n=2690		n=0		n=264		n=0	
Pre-K	47	2%	47	2%	0	0%	0	0%	0	0%
TK	2	0%	2	0%	0	0%	0	0%	0	0%
Kindergarten	205	7%	205	8%	0	0%	0	0%	0	0%
Grade 1	221	7%	221	8%	0	0%	0	0%	0	0%
Grade 2	207	7%	207	8%	0	0%	0	0%	0	0%
Grade 3	194	7%	194	7%	0	0%	0	0%	0	0%
Grade 4	198	7%	198	7%	0	0%	0	0%	0	0%
Grade 5	211	7%	211	8%	0	0%	0	0%	0	0%
Grade 6	171	6%	166	6%	0	0%	5	2%	0	0%
Grade 7	204	7%	201	7%	0	0%	3	1%	0	0%
Grade 8	241	8%	235	9%	0	0%	6	2%	0	0%
Grade 9	285	10%	219	8%	0	0%	66	25%	0	0%
Grade 10	266	9%	209	8%	0	0%	57	22%	0	0%
Grade 11	277	9%	209	8%	0	0%	68	26%	0	0%
Grade 12	219	7%	160	6%	0	0%	59	22%	0	0%
Adult Education	6	0%	6	0%	0	0%	0	0%	0	0%
With which grade level(s) do you teach/primarily work with? Please select all that apply.	n=358		n=0		n=358		n=0		n=0	
Pre-K	4	1%	0	0%	4	1%	0	0%	0	0%
Transitional kindergarten	3	1%	0	0%	3	1%	0	0%	0	0%
Kindergarten	50	14%	0	0%	50	14%	0	0%	0	0%
Grade 1	50	14%	0	0%	50	14%	0	0%	0	0%
Grade 2	48	13%	0	0%	48	13%	0	0%	0	0%
Grade 3	46	13%	0	0%	46	13%	0	0%	0	0%
Grade 4	52	15%	0	0%	52	15%	0	0%	0	0%
Grade 5	44	12%	0	0%	44	12%	0	0%	0	0%
Grade 6	62	17%	0	0%	62	17%	0	0%	0	0%
Grade 7	58	16%	0	0%	58	16%	0	0%	0	0%
Grade 8	52	15%	0	0%	52	15%	0	0%	0	0%
Grade 9	136	38%	0	0%	136	38%	0	0%	0	0%
Grade 10	147	41%	0	0%	147	41%	0	0%	0	0%
Grade 11	160	45%	0	0%	160	45%	0	0%	0	0%
Grade 12	163	46%	0	0%	163	46%	0	0%	0	0%
Adult Education	5	1%	0	0%	5	1%	0	0%	0	0%
School location	n=3649		n=2690		n=695		n=264		n=0	
Academy Charter School	30	1%	27	1%	3	0%	0	0%	0	0%
Acres Green Elementary School	22	1%	14	1%	8	1%	0	0%	0	0%
American Academy	104	3%	93	3%	11	2%	0	0%	0	0%
Arrowwood Elementary School	20	1%	12	0%	8	1%	0	0%	0	0%
Aspen View Academy	58	2%	48	2%	10	1%	0	0%	0	0%
Bear Canyon Elementary School	22	1%	18	1%	4	1%	0	0%	0	0%
Ben Franklin Academy	54	1%	52	2%	2	0%	0	0%	0	0%
Buffalo Ridge Elementary School	36	1%	30	1%	6	1%	0	0%	0	0%
Castle Rock Elementary School	17	0%	11	0%	6	1%	0	0%	0	0%
Castle Rock Middle School	45	1%	35	1%	8	1%	2	1%	0	0%
Castle View High School	162	4%	98	4%	31	4%	33	13%	0	0%
Challenge to Excellence	18	0%	13	0%	5	1%	0	0%	0	0%
Chaparral High School	126	3%	76	3%	24	3%	26	10%	0	0%
Cherokee Trail Elementary School	19	1%	13	0%	6	1%	0	0%	0	0%
Cherry Valley Elementary School	7	0%	6	0%	1	0%	0	0%	0	0%
Cimarron Middle School	61	2%	50	2%	11	2%	0	0%	0	0%
Clear Sky Elementary School	34	1%	25	1%	9	1%	0	0%	0	0%
CloverLeaf Home Enrichment School	9	0%	7	0%	2	0%	0	0%	0	0%
Copper Mesa Elementary School	18	0%	13	0%	5	1%	0	0%	0	0%
Cougar Run Elementary School	15	0%	11	0%	4	1%	0	0%	0	0%
Coyote Creek Elementary School	33	1%	23	1%	10	1%	0	0%	0	0%
Cresthill Middle School	45	1%	32	1%	13	2%	0	0%	0	0%
Daniel C. Oakes High School	9	0%	3	0%	6	1%	0	0%	0	0%
DCS Montessori Charter School	35	1%	32	1%	2	0%	1	0%	0	0%
Douglas County High School	111	3%	56	2%	27	4%	28	11%	0	0%
Eagle Academy	9	0%	3	0%	6	1%	0	0%	0	0%
Eagle Ridge Elementary School	22	1%	13	0%	9	1%	0	0%	0	0%
eDCSD	9	0%	3	0%	3	0%	3	1%	0	0%
Eldorado Elementary	33	1%	25	1%	8	1%	0	0%	0	0%
Flagstone Elementary School	14	0%	11	0%	3	0%	0	0%	0	0%
Fox Creek Elementary School	28	1%	25	1%	3	0%	0	0%	0	0%
Franktown Elementary School	27	1%	19	1%	8	1%	0	0%	0	0%
Frontier Valley Elementary School	17	0%	16	1%	1	0%	0	0%	0	0%
Global Village Academy	16	0%	16	1%	0	0%	0	0%	0	0%
Gold Rush Elementary School	32	1%	23	1%	9	1%	0	0%	0	0%
Heritage Elementary School	21	1%	15	1%	6	1%	0	0%	0	0%
Highlands Ranch High School	126	3%	72	3%	29	4%	25	9%	0	0%
Hope Online Middle School	0	0%	0	0%	0	0%	0	0%	0	0%
Hope Online High School	3	0%	2	0%	1	0%	0	0%	0	0%

	C1	C1%	C2	C2%	C3	C3%	C4	C4%	C5	C5%
Iron Horse Elementary School	25	1%	20	1%	5	1%	0	0%	0	0%
Larkspur Elementary School	15	0%	6	0%	9	1%	0	0%	0	0%
Legacy Point Elementary School	26	1%	24	1%	2	0%	0	0%	0	0%
Legend High School	155	4%	93	3%	29	4%	33	13%	0	0%
Leman Academy of Excellence	61	2%	56	2%	5	1%	0	0%	0	0%
Lone Tree Elementary School	27	1%	23	1%	4	1%	0	0%	0	0%
Mammoth Heights Elementary School	36	1%	30	1%	6	1%	0	0%	0	0%
Meadow View Elementary School	33	1%	27	1%	6	1%	0	0%	0	0%
Mesa Middle School	39	1%	34	1%	4	1%	1	0%	0	0%
Mountain Ridge Middle School	44	1%	36	1%	7	1%	1	0%	0	0%
Mountain View Elementary School	24	1%	23	1%	1	0%	0	0%	0	0%
Mountain Vista High School	167	5%	109	4%	27	4%	31	12%	0	0%
North Star Academy	26	1%	21	1%	5	1%	0	0%	0	0%
Northeast Elementary School	24	1%	22	1%	2	0%	0	0%	0	0%
Northridge Elementary School	36	1%	31	1%	5	1%	0	0%	0	0%
Parker Core Knowledge	14	0%	11	0%	3	0%	0	0%	0	0%
Parker Performing Arts School	24	1%	20	1%	4	1%	0	0%	0	0%
Pine Grove Elementary School	31	1%	23	1%	8	1%	0	0%	0	0%
Pine Lane Elementary School	35	1%	23	1%	12	2%	0	0%	0	0%
Pioneer Elementary School	31	1%	24	1%	7	1%	0	0%	0	0%
Platte River Academy	32	1%	30	1%	1	0%	1	0%	0	0%
Plum Creek Academy	2	0%	1	0%	1	0%	0	0%	0	0%
Ponderosa High School	79	2%	53	2%	11	2%	15	6%	0	0%
Prairie Crossing Elementary School	41	1%	35	1%	6	1%	0	0%	0	0%
Ranch View Middle School	60	2%	52	2%	8	1%	0	0%	0	0%
Redstone Elementary School	27	1%	18	1%	9	1%	0	0%	0	0%
Renaissance Elementary Magnet School	31	1%	26	1%	4	1%	1	0%	0	0%
Renaissance Secondary School	29	1%	25	1%	3	0%	1	0%	0	0%
Rock Canyon High School	157	4%	112	4%	19	3%	26	10%	0	0%
Rock Ridge Elementary School	25	1%	20	1%	4	1%	1	0%	0	0%
Rocky Heights Middle School	76	2%	63	2%	11	2%	2	1%	0	0%
Roxborough Primary School	25	1%	21	1%	4	1%	0	0%	0	0%
Roxborough Intermediate School	18	0%	15	1%	3	0%	0	0%	0	0%
Saddle Ranch Elementary School	34	1%	27	1%	7	1%	0	0%	0	0%
Sage Canyon Elementary School	42	1%	35	1%	7	1%	0	0%	0	0%
Sagewood Middle School	54	1%	46	2%	7	1%	1	0%	0	0%
Sand Creek Elementary School	20	1%	14	1%	6	1%	0	0%	0	0%
Sedalia Elementary School	13	0%	8	0%	5	1%	0	0%	0	0%
Sierra Middle School	48	1%	37	1%	10	1%	1	0%	0	0%
SkyView Academy	58	2%	46	2%	10	1%	2	1%	0	0%
Soaring Hawk Elementary School	27	1%	23	1%	4	1%	0	0%	0	0%
South Ridge Elementary School	11	0%	6	0%	5	1%	0	0%	0	0%
STEM School Highlands Ranch	57	2%	45	2%	9	1%	3	1%	0	0%
Stone Mountain Elementary School	32	1%	25	1%	7	1%	0	0%	0	0%
Summit View Elementary School	27	1%	23	1%	4	1%	0	0%	0	0%
ThunderRidge High School	132	4%	79	3%	28	4%	25	9%	0	0%
Timber Trail Elementary School	44	1%	32	1%	12	2%	0	0%	0	0%
Trailblazer Elementary School	21	1%	16	1%	5	1%	0	0%	0	0%
Wildcat Mountain Elementary School	37	1%	30	1%	7	1%	0	0%	0	0%
World Compass Academy	26	1%	24	1%	1	0%	1	0%	0	0%
Bridge Program	13	0%	6	0%	7	1%	0	0%	0	0%
Child Find	3	0%	0	0%	3	0%	0	0%	0	0%
DC Support	8	0%	0	0%	8	1%	0	0%	0	0%
[Do you/Does your child] participate in any of the following? Please select all that apply.	n=2954		n=2690		n=0		n=264		n=0	
Gifted and Talented	663	22%	569	21%	0	0%	94	36%	0	0%
Special Education	288	10%	266	10%	0	0%	22	8%	0	0%
504	272	9%	238	9%	0	0%	34	13%	0	0%
Free or Reduced-Price Lunch (FRL)	70	2%	60	2%	0	0%	10	4%	0	0%
English Language Development (ELD)	26	1%	22	1%	0	0%	4	2%	0	0%
None of the above	1,778	60%	1,655	62%	0	0%	123	47%	0	0%
How familiar are you with DCSD schools?	n=209		n=0		n=0		n=0		n=209	
Not at All Familiar	0	0%	0	0%	0	0%	0	0%	0	0%
Slightly Familiar	11	5%	0	0%	0	0%	0	0%	11	5%
Moderately Familiar	54	26%	0	0%	0	0%	0	0%	54	26%
Very Familiar	72	34%	0	0%	0	0%	0	0%	72	34%
Extremely Familiar	72	34%	0	0%	0	0%	0	0%	72	34%
Top 2	144	69%	0	0%	0	0%	0	0%	144	69%
I have read DCSD Board of Education Policy ADB: Educational Equity in its entirety.	n=3970		n=2690		n=807		n=264		n=209	
yes	3,970	100%	2,690	100%	807	100%	264	100%	209	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%
I have read DCSD Board of Education Resolution in its entirety.	n=3970		n=2690		n=807		n=264		n=209	
yes	3,970	100%	2,690	100%	807	100%	264	100%	209	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%
What do you hope will result from the implementation of Board Policy ADB? Please select	n=3970		n=2690		n=807		n=264		n=209	
Curriculum that promotes critical thinking and problem-solving	2,711	68%	1,840	68%	561	70%	162	61%	148	71%
A historically accurate and comprehensive social studies curriculum	2,455	62%	1,603	60%	557	69%	161	61%	134	64%
Increased growth and achievement for all students	2,268	57%	1,486	55%	498	62%	166	63%	118	56%
Increased access to opportunities for all students	2,144	54%	1,328	49%	529	66%	176	67%	111	53%
Procedures and policies that identify, address, and prevent discrimination	2,038	51%	1,259	47%	527	65%	149	56%	103	49%
Disciplinary procedures that are applied consistently and free of bias	2,037	51%	1,313	49%	489	61%	133	50%	102	49%
Curriculum that reflects multiple perspectives	1,935	49%	1,173	44%	510	63%	155	59%	97	46%
Increased focus on promoting inclusion and respect	1,930	49%	1,172	44%	529	66%	137	52%	92	44%
Differentiated access to instructional support, materials, and resources based on the specific	1,781	45%	1,094	41%	468	58%	134	51%	85	41%
Instructional practices and materials that are bias-free	1,767	45%	1,134	42%	405	50%	141	53%	87	42%
Staff recruitment and development decisions that are equitable and bias free	1,718	43%	1,077	40%	427	53%	122	46%	92	44%
Balanced instruction that reflects differing perspectives, including one that reflects my family as	1,662	42%	1,071	40%	408	51%	112	42%	71	34%
Curriculum that represents students' experiences, identities, and backgrounds	1,626	41%	952	35%	465	58%	138	52%	71	34%
Closing of subgroup achievement gaps	1,184	30%	676	25%	370	46%	77	29%	61	29%
Equal outcomes for all students	1,061	27%	603	22%	287	36%	133	50%	38	18%
Other	426	11%	319	12%	59	7%	14	5%	34	16%
None of the above	264	7%	215	8%	20	2%	18	7%	11	5%
What positive effects might the implementation of Board Policy ADB have on students and	n=3970		n=2690		n=807		n=264		n=209	
Decreased instances of bullying and harassment	2,079	52%	1,322	49%	508	63%	141	53%	108	52%
Greater respect among students	2,074	52%	1,301	48%	511	63%	162	61%	100	48%
Increase in academic growth and achievement	1,945	49%	1,260	47%	430	53%	148	56%	107	51%
Increased opportunities for students to consider ideas from multiple perspectives	1,921	48%	1,186	44%	514	64%	132	50%	89	43%
Increase in opportunities for all students	1,865	47%	1,165	43%	463	57%	140	53%	97	46%
More welcoming and inclusive classrooms	1,855	47%	1,104	41%	514	64%	147	56%	90	43%
Improved school and district climate	1,816	46%	1,081	40%	523	65%	127	48%	85	41%
Student differences are viewed as assets	1,773	45%	1,088	40%	479	59%	121	46%	85	41%
Increased student engagement	1,764	44%	1,099	41%	446	55%	123	47%	96	46%
Increased sense of belonging in school for all stakeholders	1,719	43%	1,051	39%	474	59%	114	43%	80	38%
More welcoming and inclusive workplaces	1,644	41%	984	37%	441	55%	141	53%	78	37%
Improved student and staff relationships	1,630	41%	1,007	37%	407	50%	138	52%	78	37%

	Total									
More equitable curricular representation for students from diverse backgrounds	1,614	41%	954	35%	460	57%	124	47%	76	36%
Improved student collaboration	1,516	38%	944	35%	368	46%	127	48%	77	37%
Increased staff diversity	1,471	37%	919	34%	374	46%	107	41%	71	34%
Staff differences are viewed as assets	1,440	36%	874	32%	396	49%	94	36%	76	36%
Elimination of achievement gaps	1,048	26%	599	22%	322	40%	78	30%	49	23%
Increased representation of my personal values	531	13%	314	12%	108	13%	93	35%	16	8%
Increased representation of my culture	489	12%	276	10%	113	14%	83	31%	17	8%
Increased representation of my identity	463	12%	244	9%	109	14%	92	35%	18	9%
Increased representation of my personal religious beliefs	360	9%	222	8%	63	8%	62	23%	13	6%
Other	276	7%	206	8%	37	5%	12	5%	21	10%
None of the above	632	16%	526	20%	40	5%	27	10%	39	19%
What, if any, concerns do you have regarding the implementation of Board Policy ADB?	n=3970		n=2690		n=807		n=264		n=209	
Politicization of school curriculum	2,360	59%	1,728	64%	409	51%	112	42%	111	53%
Politicization of school environment	2,348	59%	1,713	64%	404	50%	123	47%	108	52%
Reduced focus on the core academic curriculum	1,655	42%	1,294	48%	188	23%	73	28%	100	48%
Increased dysfunction in school and district culture and climate	1,519	38%	1,154	43%	213	26%	63	24%	89	43%
Introduction of age-inappropriate content	1,465	37%	1,154	43%	168	21%	55	21%	88	42%
Increased division in schools and district	1,451	37%	1,096	41%	199	25%	71	27%	85	41%
Increased division among students	1,383	35%	1,048	39%	160	20%	92	35%	83	40%
Suppression of individual beliefs or opinions	1,301	33%	981	36%	158	20%	87	33%	75	36%
Introduction of content that does not align with my personal values	1,148	29%	947	35%	108	13%	38	14%	55	26%
Student discomfort with class content or discussions	1,138	29%	857	32%	143	18%	73	28%	65	31%
Increased division among staff	1,116	28%	836	31%	153	19%	61	23%	66	32%
Negative impact on instructional planning	1,101	28%	832	31%	139	17%	58	22%	72	34%
Staff discomfort with class content or discussions	931	23%	663	25%	157	19%	58	22%	53	25%
Introduction of content that does not align with my religious beliefs	890	22%	731	27%	81	10%	28	11%	50	24%
Other	465	12%	340	13%	74	9%	16	6%	35	17%
None of the above	863	22%	518	19%	231	29%	59	22%	55	26%
How should DCSD measure and evaluate Board Policy ADB's impact on students and staff?	n=3970		n=2690		n=807		n=264		n=209	
Student achievement and growth data	2,359	59%	1,633	61%	443	55%	158	60%	125	60%
Student perception data (e.g., Healthy Kids Survey)	2,096	53%	1,347	50%	503	62%	156	59%	90	43%
Staff recruitment/retention data	1,790	45%	1,198	45%	416	52%	80	30%	96	46%
Staff evaluation data	1,485	37%	1,007	37%	299	37%	104	39%	75	36%
Course enrollment data (e.g., AP/Honors/CE enrollment, CTE enrollment, program enrollment,	1,262	32%	820	30%	261	32%	104	39%	77	37%
Student disciplinary data	1,253	32%	774	29%	311	39%	95	36%	73	35%
District/School/Classroom observation protocol	1,192	30%	787	29%	250	31%	106	40%	49	23%
Stakeholder perceptions of school & district climate	1,154	29%	754	28%	281	35%	62	23%	57	27%
Stakeholder satisfaction data	1,052	26%	729	27%	224	28%	41	16%	58	28%
Summary reports of policy changes	873	22%	618	23%	132	16%	82	31%	41	20%
Other	332	8%	255	9%	45	6%	9	3%	23	11%
None of the above	282	7%	198	7%	40	5%	24	9%	20	10%
In which of the following areas related to Board Policy ADB would you like to receive	n=3970		n=2690		n=807		n=264		n=209	
Proposed policy/procedural changes	1,991	50%	1,495	56%	328	41%	81	31%	87	42%
Criteria for adopting new curricular materials and resources	1,937	49%	1,448	54%	325	40%	89	34%	75	36%
Implementation plans by grade/school level	1,863	47%	1,395	52%	312	39%	88	33%	68	33%
Criteria for evaluating current curricular materials and resources	1,791	45%	1,338	50%	309	38%	69	26%	75	36%
Parent communication and engagement	1,616	41%	1,309	49%	169	21%	70	27%	68	33%
Current data related to students (achievement, disciplinary, and perception)	1,499	38%	1,061	39%	286	35%	85	32%	67	32%
Current data related to staff (evaluation, recruitment/retention, and perception)	1,348	34%	949	35%	273	34%	62	23%	64	31%
Procedures for providing community feedback	1,255	32%	957	36%	162	20%	61	23%	75	36%
Clarification/training on elements of the policy	1,140	29%	806	30%	223	28%	57	22%	54	26%
Procedures for obtaining information from the Equity Advisory Council	1,027	26%	778	29%	155	19%	45	17%	49	23%
Current data related to stakeholder perceptions	946	24%	669	25%	208	26%	35	13%	34	16%
Other	145	4%	111	4%	15	2%	3	1%	16	8%
None of the above	659	17%	341	13%	180	22%	93	35%	45	22%
For how many years have you worked at DCSD?	n=804		n=0		n=804		n=0		n=0	
Less than 1 year	42	5%	0	0%	42	5%	0	0%	0	0%
1 to 3 years	120	15%	0	0%	120	15%	0	0%	0	0%
4 to 6 years	147	18%	0	0%	147	18%	0	0%	0	0%
7 to 10 years	153	19%	0	0%	153	19%	0	0%	0	0%
11 to 15 years	115	14%	0	0%	115	14%	0	0%	0	0%
16 to 20 years	105	13%	0	0%	105	13%	0	0%	0	0%
More than 20 years	99	12%	0	0%	99	12%	0	0%	0	0%
Prefer not to respond	23	3%	0	0%	23	3%	0	0%	0	0%
With which of the following categories (do you/does your child) identify? Select all that	n=3963		n=2687		n=804		n=263		n=209	
White	2,718	69%	1,760	66%	640	80%	196	75%	122	58%
Hispanic or Latin(o/a/x)	300	8%	221	8%	42	5%	33	13%	4	2%
Asian	164	4%	129	5%	15	2%	18	7%	2	1%
Black or African American	106	3%	83	3%	4	0%	16	6%	3	1%
American Indian or Alaskan Native	79	2%	55	2%	12	1%	8	3%	4	2%
Middle Eastern or North African	31	1%	22	1%	1	0%	8	3%	0	0%
Native Hawaiian or Pacific Islander	31	1%	24	1%	1	0%	6	2%	0	0%
Not listed/Prefer to self-describe	193	5%	146	5%	16	2%	17	6%	14	7%
Prefer not to respond	831	21%	617	23%	120	15%	31	12%	63	30%

	By Staff Level					
	Total		**District**		**School**	
Questions	**Response Count**	**Response Percent**	**Response Count**	**Response Percent**	**Response Count**	**Response Percent**
Which of the following best describes your relationship with DCSD? If you are both a parent	n=807		n=112		n=695	
Parent/Guardian of a student in DCSD	0	0%	0	0%	0	0%
Staff member in DCSD	807	100%	112	100%	695	100%
Student in DCSD	0	0%	0	0%	0	0%
Community member of Douglas County	0	0%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%
Which of the following best describes your role at DCSD?	n=807		n=112		n=695	
School-based staff (e.g., teacher, paraprofessional, administrator, educational assistant,	695	86%	0	0%	695	100%
District staff (e.g., central administrator, transportation or O&M staff, central support staff)	112	14%	112	100%	0	0%
None of the above	0	0%	0	0%	0	0%
Which of the following best describes your role at your school?	n=695		n=0		n=695	
Instructional certificated staff (e.g., classroom teacher)	358	52%	0	0%	358	52%
Support services staff (e.g., special education, counselor)	170	24%	0	0%	170	24%
Instructional classified staff (e.g., instructional aide)	69	10%	0	0%	69	10%
School administrator (e.g., principal, assistant principal)	49	7%	0	0%	49	7%
Other school staff (e.g., facilities, kitchen)	49	7%	0	0%	49	7%
Which of the following best describes your role in the district?	n=112		n=112		n=0	
District staff (classified)	37	33%	37	33%	0	0%
Other district staff	27	24%	27	24%	0	0%
District staff (licensed)	26	23%	26	23%	0	0%
District administrator	22	20%	22	20%	0	0%
How many children do you have currently enrolled in a DCSD school?	n=0		n=0		n=0	
None	0	0%	0	0%	0	0%
1 child	0	0%	0	0%	0	0%
More than 1 child	0	0%	0	0%	0	0%
Please select [your/your child's] grade.	n=0		n=0		n=0	
Pre-K	0	0%	0	0%	0	0%
TK	0	0%	0	0%	0	0%
Kindergarten	0	0%	0	0%	0	0%
Grade 1	0	0%	0	0%	0	0%
Grade 2	0	0%	0	0%	0	0%
Grade 3	0	0%	0	0%	0	0%
Grade 4	0	0%	0	0%	0	0%
Grade 5	0	0%	0	0%	0	0%
Grade 6	0	0%	0	0%	0	0%
Grade 7	0	0%	0	0%	0	0%
Grade 8	0	0%	0	0%	0	0%
Grade 9	0	0%	0	0%	0	0%
Grade 10	0	0%	0	0%	0	0%
Grade 11	0	0%	0	0%	0	0%
Grade 12	0	0%	0	0%	0	0%
Adult Education	0	0%	0	0%	0	0%
With which grade level(s) do you teach/primarily work with? Please select all that apply.	n=358		n=0		n=358	
Pre-K	4	1%	0	0%	4	1%
Transitional kindergarten	3	1%	0	0%	3	1%
Kindergarten	50	14%	0	0%	50	14%
Grade 1	50	14%	0	0%	50	14%
Grade 2	48	13%	0	0%	48	13%
Grade 3	46	13%	0	0%	46	13%

Grade 4	52	15%	0	0%	52	15%
Grade 5	44	12%	0	0%	44	12%
Grade 6	62	17%	0	0%	62	17%
Grade 7	58	16%	0	0%	58	16%
Grade 8	52	15%	0	0%	52	15%
Grade 9	136	38%	0	0%	136	38%
Grade 10	147	41%	0	0%	147	41%
Grade 11	160	45%	0	0%	160	45%
Grade 12	163	46%	0	0%	163	46%
Adult Education	5	1%	0	0%	5	1%
School location	**n=695**		**n=0**		**n=695**	
Academy Charter School	3	0%	0	0%	3	0%
Acres Green Elementary School	8	1%	0	0%	8	1%
American Academy	11	2%	0	0%	11	2%
Arrowwood Elementary School	8	1%	0	0%	8	1%
Aspen View Academy	10	1%	0	0%	10	1%
Bear Canyon Elementary School	4	1%	0	0%	4	1%
Ben Franklin Academy	2	0%	0	0%	2	0%
Buffalo Ridge Elementary School	6	1%	0	0%	6	1%
Castle Rock Elementary School	6	1%	0	0%	6	1%
Castle Rock Middle School	8	1%	0	0%	8	1%
Castle View High School	31	4%	0	0%	31	4%
Challenge to Excellence	5	1%	0	0%	5	1%
Chapparal High School	24	3%	0	0%	24	3%
Cherokee Trail Elementary School	6	1%	0	0%	6	1%
Cherry Valley Elementary School	1	0%	0	0%	1	0%
Cimarron Middle School	11	2%	0	0%	11	2%
Clear Sky Elementary School	9	1%	0	0%	9	1%
CloverLeaf Home Enrichment School	2	0%	0	0%	2	0%
Copper Mesa Elementary School	5	1%	0	0%	5	1%
Cougar Run Elementary School	4	1%	0	0%	4	1%
Coyote Creek Elementary School	10	1%	0	0%	10	1%
Cresthill Middle School	13	2%	0	0%	13	2%
Daniel C. Oakes High School	6	1%	0	0%	6	1%
DCS Montessori Charter School	2	0%	0	0%	2	0%
Douglas County High School	27	4%	0	0%	27	4%
Eagle Academy	6	1%	0	0%	6	1%
Eagle Ridge Elementary School	9	1%	0	0%	9	1%
eDCSD	3	0%	0	0%	3	0%
Eldorado Elementary	8	1%	0	0%	8	1%
Flagstone Elementary School	3	0%	0	0%	3	0%
Fox Creek Elementary School	3	0%	0	0%	3	0%
Franktown Elementary School	8	1%	0	0%	8	1%
Frontier Valley Elementary School	1	0%	0	0%	1	0%
Global Village Academy	0	0%	0	0%	0	0%
Gold Rush Elementary School	9	1%	0	0%	9	1%
Heritage Elementary School	6	1%	0	0%	6	1%
Highlands Ranch High School	29	4%	0	0%	29	4%
Hope Online Middle School	0	0%	0	0%	0	0%
Hope Online High School	1	0%	0	0%	1	0%
Iron Horse Elementary School	5	1%	0	0%	5	1%
Larkspur Elementary School	9	1%	0	0%	9	1%
Legacy Point Elementary School	2	0%	0	0%	2	0%
Legend High School	29	4%	0	0%	29	4%

School					
Leman Academy of Excellence	5	1%	0	0%	5	1%
Lone Tree Elementary School	4	1%	0	0%	4	1%
Mammoth Heights Elementary School	6	1%	0	0%	6	1%
Meadow View Elementary School	6	1%	0	0%	6	1%
Mesa Middle School	4	1%	0	0%	4	1%
Mountain Ridge Middle School	7	1%	0	0%	7	1%
Mountain View Elementary School	1	0%	0	0%	1	0%
Mountain Vista High School	27	4%	0	0%	27	4%
North Star Academy	5	1%	0	0%	5	1%
Northeast Elementary School	2	0%	0	0%	2	0%
Northridge Elementary School	5	1%	0	0%	5	1%
Parker Core Knowledge	3	0%	0	0%	3	0%
Parker Performing Arts School	4	1%	0	0%	4	1%
Pine Grove Elementary School	8	1%	0	0%	8	1%
Pine Lane Elementary School	12	2%	0	0%	12	2%
Pioneer Elementary School	7	1%	0	0%	7	1%
Platte River Academy	1	0%	0	0%	1	0%
Plum Creek Academy	1	0%	0	0%	1	0%
Ponderosa High School	11	2%	0	0%	11	2%
Prairie Crossing Elementary School	6	1%	0	0%	6	1%
Ranch View Middle School	8	1%	0	0%	8	1%
Redstone Elementary School	9	1%	0	0%	9	1%
Renaissance Elementary Magnet School	4	1%	0	0%	4	1%
Renaissance Secondary School	3	0%	0	0%	3	0%
Rock Canyon High School	19	3%	0	0%	19	3%
Rock Ridge Elementary School	4	1%	0	0%	4	1%
Rocky Heights Middle School	11	2%	0	0%	11	2%
Roxborough Primary School	4	1%	0	0%	4	1%
Roxborough Intermediate School	3	0%	0	0%	3	0%
Saddle Ranch Elementary School	7	1%	0	0%	7	1%
Sage Canyon Elementary School	7	1%	0	0%	7	1%
Sagewood Middle School	7	1%	0	0%	7	1%
Sand Creek Elementary School	6	1%	0	0%	6	1%
Sedalia Elementary School	5	1%	0	0%	5	1%
Sierra Middle School	10	1%	0	0%	10	1%
SkyView Academy	10	1%	0	0%	10	1%
Soaring Hawk Elementary School	4	1%	0	0%	4	1%
South Ridge Elementary School	5	1%	0	0%	5	1%
STEM School Highlands Ranch	9	1%	0	0%	9	1%
Stone Mountain Elementary School	7	1%	0	0%	7	1%
Summit View Elementary School	4	1%	0	0%	4	1%
ThunderRidge High School	28	4%	0	0%	28	4%
Timber Trail Elementary School	12	2%	0	0%	12	2%
Trailblazer Elementary School	5	1%	0	0%	5	1%
Wildcat Mountain Elementary School	7	1%	0	0%	7	1%
World Compass Academy	1	0%	0	0%	1	0%
Bridge Program	7	1%	0	0%	7	1%
Child Find	3	0%	0	0%	3	0%
DC Support	8	1%	0	0%	8	1%
98	0	0%	0	0%	0	0%
[Do you/Does your child] participate in any of the following? Please select all that apply.	n=0		n=0		n=0	
Gifted and Talented	0	0%	0	0%	0	0%
Special Education	0	0%	0	0%	0	0%
504	0	0%	0	0%	0	0%

Free or Reduced-Price Lunch (FRL)	0	0%	0	0%	0	0%
English Language Development (ELD)	0	0%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%
How familiar are you with DCSD schools?	n=0		n=0		n=0	
Not at All Familiar	0	0%	0	0%	0	0%
Slightly Familiar	0	0%	0	0%	0	0%
Moderately Familiar	0	0%	0	0%	0	0%
Very Familiar	0	0%	0	0%	0	0%
Extremely Familiar	0	0%	0	0%	0	0%
Top 2	0	0%	0	0%	0	0%
I have read DCSD Board of Education Policy ADB: Educational Equity in its entirety.	n=807		n=112		n=695	
yes	807	100%	112	100%	695	100%
No	0	0%	0	0%	0	0%
I have read DCSD Board of Education Resolution in its entirety.	n=807		n=112		n=695	
yes	807	100%	112	100%	695	100%
No	0	0%	0	0%	0	0%
What do you hope will result from the implementation of Board Policy ADB? Please select	n=807		n=112		n=695	
Curriculum that promotes critical thinking and problem-solving	561	70%	74	66%	487	70%
A historically accurate and comprehensive social studies curriculum	557	69%	78	70%	479	69%
Increased growth and achievement for all students	498	62%	74	66%	424	61%
Increased access to opportunities for all students	529	66%	78	70%	451	65%
Procedures and policies that identify, address, and prevent discrimination	527	65%	70	63%	457	66%
Disciplinary procedures that are applied consistently and free of bias	489	61%	63	56%	426	61%
Curriculum that reflects multiple perspectives	510	63%	66	59%	444	64%
Increased focus on promoting inclusion and respect	529	66%	73	65%	456	66%
Differentiated access to instructional support, materials, and resources based on the specific	468	58%	69	62%	399	57%
Instructional practices and materials that are bias-free	405	50%	56	50%	349	50%
Staff recruitment and development decisions that are equitable and bias free	427	53%	66	59%	361	52%
Balanced instruction that reflects differing perspectives, including one that reflects my family	408	51%	59	53%	349	50%
Curriculum that represents students' experiences, identities, and backgrounds	465	58%	60	54%	405	58%
Closing of subgroup achievement gaps	370	46%	51	46%	319	46%
Equal outcomes for all students	287	36%	35	31%	252	36%
4	0	0%	0	0%	0	0%
Other	59	7%	6	5%	53	8%
None of the above	20	2%	7	6%	13	2%
What positive effects might the implementation of Board Policy ADB have on students and	n=807		n=112		n=695	
Decreased instances of bullying and harassment	508	63%	74	66%	434	62%
Greater respect among students	511	63%	70	63%	441	63%
Increase in academic growth and achievement	430	53%	62	55%	368	53%
Increased opportunities for students to consider ideas from multiple perspectives	514	64%	71	63%	443	64%
Increase in opportunities for all students	463	57%	65	58%	398	57%
More welcoming and inclusive classrooms	514	64%	68	61%	446	64%
Improved school and district climate	523	65%	80	71%	443	64%
Student differences are viewed as assets	479	59%	69	62%	410	59%
Increased student engagement	446	55%	63	56%	383	55%
Increased sense of belonging in school for all stakeholders	474	59%	68	61%	406	58%
More welcoming and inclusive workplaces	441	55%	67	60%	374	54%
Improved student and staff relationships	407	50%	60	54%	347	50%
More equitable curricular representation for students from diverse backgrounds	460	57%	56	50%	404	58%
Improved student collaboration	368	46%	61	54%	307	44%
Increased staff diversity	374	46%	55	49%	319	46%

Staff differences are viewed as assets	396	49%	59	53%	337	48%
Elimination of achievement gaps	322	40%	42	38%	280	40%
Increased representation of my personal values	108	13%	22	20%	86	12%
Increased representation of my culture	113	14%	22	20%	91	13%
Increased representation of my identity	109	14%	19	17%	90	13%
Increased representation of my personal religious beliefs	63	8%	17	15%	46	7%
18	0	0%	0	0%	0	0%
Other	37	5%	6	5%	31	4%
None of the above	40	5%	7	6%	33	5%
What, if any, concerns do you have regarding the implementation of Board Policy ADB?	**n=807**		**n=112**		**n=695**	
Politicization of school curriculum	409	51%	61	54%	348	50%
Politicization of school environment	404	50%	58	52%	346	50%
Reduced focus on the core academic curriculum	188	23%	29	26%	159	23%
Increased dysfunction in school and district culture and climate	213	26%	31	28%	182	26%
Introduction of age-inappropriate content	168	21%	26	23%	142	20%
Increased division in schools and district	199	25%	36	32%	163	23%
Increased division among students	160	20%	23	21%	137	20%
Suppression of individual beliefs or opinions	158	20%	28	25%	130	19%
Introduction of content that does not align with my personal values	108	13%	17	15%	91	13%
Student discomfort with class content or discussions	143	18%	18	16%	125	18%
Increased division among staff	153	19%	23	21%	130	19%
Negative impact on instructional planning	139	17%	25	22%	114	16%
Staff discomfort with class content or discussions	157	19%	22	20%	135	19%
Introduction of content that does not align with my religious beliefs	81	10%	14	13%	67	10%
Other	74	9%	5	4%	69	10%
None of the above	231	29%	34	30%	197	28%
How should DCSD measure and evaluate Board Policy ADB's impact on students and staff?	**n=807**		**n=112**		**n=695**	
Student achievement and growth data	443	55%	67	60%	376	54%
Student perception data (e.g., Healthy Kids Survey)	503	62%	70	63%	433	62%
Staff recruitment/retention data	416	52%	60	54%	356	51%
Staff evaluation data	299	37%	56	50%	243	35%
Course enrollment data (e.g., AP/Honors/CE enrollment, CTE enrollment, program	261	32%	46	41%	215	31%
Student disciplinary data	311	39%	50	45%	261	38%
District/School/Classroom observation protocol	250	31%	50	45%	200	29%
Stakeholder perceptions of school & district climate	281	35%	50	45%	231	33%
Stakeholder satisfaction data	224	28%	42	38%	182	26%
Summary reports of policy changes	132	16%	24	21%	108	16%
Other	45	6%	4	4%	41	6%
None of the above	40	5%	7	6%	33	5%
In which of the following areas related to Board Policy ADB would you like to receive	**n=807**		**n=112**		**n=695**	
Proposed policy/procedural changes	328	41%	42	38%	286	41%
Criteria for adopting new curricular materials and resources	325	40%	31	28%	294	42%
Implementation plans by grade/school level	312	39%	33	29%	279	40%
Criteria for evaluating current curricular materials and resources	309	38%	33	29%	276	40%
Parent communication and engagement	169	21%	24	21%	145	21%
Current data related to students (achievement, disciplinary, and perception)	286	35%	42	38%	244	35%
Current data related to staff (evaluation, recruitment/retention, and perception)	273	34%	37	33%	236	34%
Procedures for providing community feedback	162	20%	25	22%	137	20%
Clarification/training on elements of the policy	223	28%	30	27%	193	28%
Procedures for obtaining information from the Equity Advisory Council	155	19%	19	17%	136	20%
Current data related to stakeholder perceptions	208	26%	24	21%	184	26%
Other	15	2%	2	2%	13	2%
None of the above	180	22%	34	30%	146	21%
For how many years have you worked at DCSD?	**n=804**		**n=112**		**n=692**	

Less than 1 year	42	5%	6	5%	36	5%
1 to 3 years	120	15%	10	9%	110	16%
4 to 6 years	147	18%	18	16%	129	19%
7 to 10 years	153	19%	25	22%	128	18%
11 to 15 years	115	14%	16	14%	99	14%
16 to 20 years	105	13%	15	13%	90	13%
More than 20 years	99	12%	20	18%	79	11%
Prefer not to respond	23	3%	2	2%	21	3%
With which of the following categories [do you/does your child] identify? Select all that	**n=804**		**n=112**		**n=692**	
White	640	80%	92	82%	548	79%
Hispanic or Latin(o/a/x)	42	5%	7	6%	35	5%
Asian	15	2%	2	2%	13	2%
Black or African American	4	0%	1	1%	3	0%
American Indian or Alaskan Native	12	1%	2	2%	10	1%
Middle Eastern or North African	1	0%	0	0%	1	0%
Native Hawaiian or Pacific Islander	1	0%	1	1%	0	0%
Not listed/Prefer to self-describe	16	2%	2	2%	14	2%
Prefer not to respond	120	15%	12	11%	108	16%

By Staff Role

Questions	Total		Instructional certificated staff		Instructional classified staff		School admin		Other school staff		District staff (classified)		District staff (licensed)		District admin		Other district staff	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Which of the following best describes your relationship with DCSD? If you are both a	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Parent/Guardian of a student in DCSD	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Staff member in DCSD	637	100%	358	100%	69	100%	49	100%	49	100%	37	100%	26	100%	22	100%	27	100%
Student in DCSD	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Community member of Douglas County	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at DCSD?	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
School-based staff (e.g., teacher, paraprofessional, administrator, educational assistant,	525	82%	358	100%	69	100%	49	100%	49	100%	0	0%	0	0%	0	0%	0	0%
District staff (e.g., central administrator, transportation or O&M staff, central support staff)	112	18%	0	0%	0	0%	0	0%	0	0%	37	100%	26	100%	22	100%	27	100%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at your school?	n=525		n=358		n=69		n=49		n=49		n=0		n=0		n=0		n=0	
Instructional certificated staff (e.g., classroom teacher)	358	68%	358	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Support services staff (e.g., special education, counselor)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Instructional classified staff (e.g., instructional aide)	69	13%	0	0%	69	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
School administrator (e.g., principal, assistant principal)	49	9%	0	0%	0	0%	49	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Other school staff (e.g., facilities, kitchen)	49	9%	0	0%	0	0%	0	0%	49	100%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role in the district?	n=112		n=0		n=0		n=0		n=0		n=37		n=26		n=22		n=27	
District staff (classified)	37	33%	0	0%	0	0%	0	0%	0	0%	37	100%	0	0%	0	0%	0	0%
Other district staff	27	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	27	100%
District staff (licensed)	26	23%	0	0%	0	0%	0	0%	0	0%	0	0%	26	100%	0	0%	0	0%
District administrator	22	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%
How many children do you have currently enrolled in a DCSD school?	n=0		n=0		n=0		n=0		n=0		n=0		n=0		n=0		n=0	
None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1 child	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
More than 1 child	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Please select [your/your child's] grade.	n=0		n=0		n=0		n=0		n=0		n=0							
Pre-K	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TK	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Kindergarten	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 1	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 3	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 4	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 5	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 6	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 7	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 8	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 9	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 11	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 12	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Adult Education	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
With which grade level(s) do you teach/primarily work with? Please select all that apply.	n=358		n=358		n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Pre-K	4	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Transitional kindergarten	3	1%	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Kindergarten	50	14%	50	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 1	50	14%	50	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 2	48	13%	48	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 3	46	13%	46	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 4	52	15%	52	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 5	44	12%	44	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 6	62	17%	62	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 7	58	16%	58	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 8	52	15%	52	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 9	136	38%	136	38%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 10	147	41%	147	41%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 11	160	45%	160	45%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 12	163	46%	163	46%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Adult Education	5	1%	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
School location	n=525		n=358		n=69		n=49		n=49		n=0		n=0		n=0		n=0	
Academy Charter School	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Acres Green Elementary School	5	1%	2	1%	0	0%	2	4%	1	2%	0	0%	0	0%	0	0%	0	0%
American Academy	7	1%	4	1%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%	0	0%
Arrowwood Elementary School	4	1%	0	0%	2	3%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Aspen View Academy	8	2%	3	1%	3	4%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Bear Canyon Elementary School	3	1%	1	0%	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Ben Franklin Academy	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Buffalo Ridge Elementary School	2	0%	1	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Castle Rock Elementary School	4	1%	0	0%	3	4%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Castle Rock Middle School	8	2%	7	2%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Castle View High School	26	5%	20	6%	0	0%	3	6%	3	6%	0	0%	0	0%	0	0%	0	0%
Challenge to Excellence	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Chaparral High School	23	4%	21	6%	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Cherokee Trail Elementary School	5	1%	3	1%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cherry Valley Elementary School	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cimarron Middle School	10	2%	6	2%	2	3%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Clear Sky Elementary School	7	1%	4	1%	1	1%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%
CloverLeaf Home Enrichment School	2	0%	1	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Copper Mesa Elementary School	5	1%	2	1%	2	3%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Cougar Run Elementary School	3	1%	0	0%	0	0%	1	2%	2	4%	0	0%	0	0%	0	0%	0	0%
Coyote Creek Elementary School	9	2%	4	1%	3	4%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Cresthill Middle School	11	2%	6	2%	1	1%	2	4%	2	4%	0	0%	0	0%	0	0%	0	0%
Daniel C. Oakes High School	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DCS Montessori Charter School	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Douglas County High School	20	4%	15	4%	2	3%	2	4%	1	2%	0	0%	0	0%	0	0%	0	0%
Eagle Academy	4	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Eagle Ridge Elementary School	6	1%	6	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
eDCSD	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Eldorado Elementary	6	1%	2	1%	3	4%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Flagstone Elementary School	2	0%	1	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Fox Creek Elementary School	2	0%	1	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Franktown Elementary School	4	1%	3	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Frontier Valley Elementary School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Global Village Academy	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Gold Rush Elementary School	4	1%	4	1%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Heritage Elementary School	4	1%	1	0%	1	1%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Highlands Ranch High School	25	5%	22	6%	2	3%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Hope Online Middle School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hope Online High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Iron Horse Elementary School	4	1%	3	1%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Larkspur Elementary School	7	1%	5	1%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Legacy Point Elementary School	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Legend High School	23	4%	20	6%	1	1%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Leman Academy of Excellence	3	1%	1	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Lone Tree Elementary School	4	1%	1	0%	1	1%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Mammoth Heights Elementary School	6	1%	4	1%	1	1%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Meadow View Elementary School	4	1%	3	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Mesa Middle School	4	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Mountain Ridge Middle School	6	1%	6	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Mountain View Elementary School	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Mountain Vista High School	24	5%	21	6%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%	0	0%
North Star Academy	4	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Northeast Elementary School	2	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Northridge Elementary School	4	1%	3	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Parker Core Knowledge	3	1%	2	1%	1	1%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Parker Performing Arts School	4	1%	1	0%	1	1%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Pine Grove Elementary School	7	1%	5	1%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pine Lane Elementary School	6	1%	3	1%	3	4%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Pioneer Elementary School	3	1%	3	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Platte River Academy	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Plum Creek Academy	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Ponderosa High School	9	2%	8	2%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%

Prairie Crossing Elementary School	5	1%	2	1%	0	0%	1	2%	2	4%	0	0%	0	0%	0	0%	0	0%
Ranch View Middle School	7	1%	6	2%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Redstone Elementary School	5	1%	1	0%	2	3%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Renaissance Elementary Magnet School	4	1%	2	1%	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Renaissance Secondary School	3	1%	2	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Rock Canyon High School	14	3%	11	3%	1	1%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Rock Ridge Elementary School	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Rocky Heights Middle School	10	2%	9	3%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Roxborough Primary School	1	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Roxborough Intermediate School	2	0%	1	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Saddle Ranch Elementary School	5	1%	3	1%	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Sage Canyon Elementary School	4	1%	2	1%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Sagewood Middle School	6	1%	5	2%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Sand Creek Elementary School	4	1%	3	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sedalia Elementary School	4	1%	1	0%	1	1%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Sierra Middle School	7	1%	4	1%	0	0%	2	4%	1	2%	0	0%	0	0%	0	0%	0	0%
SkyView Academy	8	2%	8	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Soaring Hawk Elementary School	3	1%	1	0%	1	1%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
South Ridge Elementary School	3	1%	1	0%	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
STEM School Highlands Ranch	6	1%	3	1%	0	0%	1	2%	2	4%	0	0%	0	0%	0	0%	0	0%
Stone Mountain Elementary School	6	1%	2	1%	2	3%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Summit View Elementary School	3	1%	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ThunderRidge High School	22	4%	17	5%	2	3%	2	4%	1	2%	0	0%	0	0%	0	0%	0	0%
Timber Trail Elementary School	9	2%	5	1%	1	1%	2	4%	1	2%	0	0%	0	0%	0	0%	0	0%
Trailblazer Elementary School	2	1%	0	0%	2	3%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Wildcat Mountain Elementary School	5	1%	4	1%	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
World Compass Academy	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Bridge Program	4	1%	0	0%	3	4%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Child Find	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DC Support	6	1%	3	1%	1	1%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
[Do you/Does your child] participate in any of the following? Please select all that apply.	n=0		n=0		n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Gifted and Talented	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Special Education	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
504	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Free or Reduced-Price Lunch (FRL)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
English Language Development (ELD)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How familiar are you with DCSD schools?	n=0		n=0		n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Not at All Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Slightly Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Moderately Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Very Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Extremely Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Top 2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
I have read DCSD Board of Education Policy ADB: Educational Equity in its entirety.	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
yes	637	100%	358	100%	69	100%	49	100%	49	100%	37	100%	26	100%	22	100%	27	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
I have read DCSD Board of Education Resolution in its entirety.	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
yes	637	100%	358	100%	69	100%	49	100%	49	100%	37	100%	26	100%	22	100%	27	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
What do you hope will result from the implementation of Board Policy ADB? Please select	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Curriculum that promotes critical thinking and problem-solving	445	70%	262	73%	48	70%	30	61%	31	63%	21	57%	17	65%	15	68%	21	78%
A historically accurate and comprehensive social studies curriculum	429	67%	244	68%	48	70%	28	57%	31	63%	23	62%	20	77%	15	68%	20	74%
Increased growth and achievement for all students	397	62%	232	65%	39	57%	29	59%	23	47%	21	57%	18	69%	15	68%	20	74%
Increased access to opportunities for all students	411	65%	229	64%	44	64%	32	65%	28	57%	25	68%	18	69%	16	68%	19	70%
Procedures and policies that identify, address, and prevent discrimination	404	63%	235	66%	46	67%	34	69%	19	39%	23	62%	17	65%	15	68%	15	56%
Disciplinary procedures that are applied consistently and free of bias	384	60%	221	62%	43	62%	26	53%	31	63%	18	49%	15	58%	13	59%	17	63%
Curriculum that reflects multiple perspectives	395	62%	227	63%	47	68%	31	63%	24	49%	18	49%	16	62%	15	68%	17	63%
Increased focus on promoting inclusion and respect	408	64%	228	64%	49	71%	34	69%	24	49%	23	62%	20	77%	15	68%	17	63%
Differentiated access to instructional support, materials, and resources based on the specific	347	54%	196	55%	38	55%	28	57%	16	33%	21	57%	19	73%	14	64%	15	56%
Instructional practices and materials that are bias-free	315	49%	185	52%	32	46%	22	45%	20	41%	15	41%	17	65%	10	45%	14	52%
Staff recruitment and development decisions that are equitable and bias free	338	53%	189	53%	35	51%	28	57%	20	41%	22	59%	14	54%	13	59%	17	63%
Balanced instruction that reflects differing perspectives, including one that reflects my	313	49%	175	49%	37	54%	25	51%	17	35%	18	49%	14	54%	12	55%	15	56%
Curriculum that represents students' experiences, identities, and backgrounds	355	56%	209	58%	36	52%	30	61%	20	41%	18	49%	17	65%	12	55%	13	48%
Closing of subgroup achievement gaps	286	45%	172	48%	23	33%	29	59%	11	22%	14	38%	14	54%	11	50%	12	44%
Equal outcomes for all students	219	34%	126	35%	26	38%	16	33%	16	33%	14	38%	10	38%	5	23%	6	22%
Other	44	7%	24	7%	4	6%	4	8%	6	12%	2	5%	0	0%	2	9%	2	7%
None of the above	15	2%	6	2%	0	0%	1	2%	1	2%	3	8%	1	4%	2	9%	1	4%
What positive effects might the implementation of Board Policy ADB have on students	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Decreased instances of bullying and harassment	402	63%	218	61%	47	68%	37	76%	26	53%	22	59%	18	69%	16	73%	18	67%
Greater respect among students	404	63%	235	66%	43	62%	35	71%	21	43%	21	57%	19	73%	14	64%	16	59%
Increase in academic growth and achievement	340	53%	197	55%	31	45%	29	59%	21	43%	17	46%	17	65%	11	50%	17	63%
Increased opportunities for students to consider ideas from multiple perspectives	397	62%	231	65%	41	59%	36	73%	18	37%	22	59%	16	62%	13	59%	20	74%
Increase in opportunities for all students	368	58%	213	59%	36	52%	32	65%	22	45%	21	57%	15	58%	11	50%	18	67%
More welcoming and inclusive classrooms	402	63%	232	65%	44	64%	39	80%	19	39%	16	43%	18	69%	14	64%	20	74%
Improved school and district climate	404	63%	238	66%	39	57%	29	59%	18	37%	29	78%	19	73%	12	55%	20	74%
Student differences are viewed as assets	378	59%	218	61%	40	58%	34	69%	17	35%	21	57%	15	58%	15	68%	18	67%
Increased student engagement	348	55%	205	57%	37	54%	20	41%	23	47%	20	54%	13	50%	14	64%	16	59%
Increased sense of belonging in school for all stakeholders	368	58%	209	58%	33	48%	35	71%	23	47%	22	59%	16	62%	13	59%	17	63%
More welcoming and inclusive workplaces	344	54%	194	54%	40	58%	28	57%	15	31%	20	54%	14	54%	15	68%	18	67%
Improved student and staff relationships	320	50%	186	52%	31	45%	25	51%	18	37%	19	51%	16	62%	12	55%	14	52%
More equitable curricular representation for students from diverse backgrounds	355	56%	209	58%	44	64%	29	59%	17	35%	16	43%	17	65%	9	41%	14	52%
Improved student collaboration	284	45%	162	45%	29	42%	17	35%	15	31%	17	46%	15	58%	12	55%	17	63%
Increased staff diversity	290	46%	170	47%	29	42%	23	47%	13	27%	15	41%	13	50%	13	59%	14	52%
Staff differences are viewed as assets	312	49%	183	51%	27	39%	26	53%	17	35%	19	51%	13	50%	13	59%	14	52%
Elimination of achievement gaps	251	39%	147	41%	26	38%	22	45%	14	29%	11	30%	10	38%	11	50%	10	37%
Increased representation of my personal values	87	14%	46	13%	10	14%	4	8%	5	10%	9	24%	7	27%	5	23%	1	4%
Increased representation of my culture	87	14%	48	13%	11	16%	3	6%	4	8%	6	16%	6	23%	4	18%	4	15%
Increased representation of my identity	86	14%	50	14%	8	12%	5	10%	4	8%	5	14%	5	19%	5	23%	4	15%
Increased representation of my personal religious beliefs	54	8%	28	8%	5	7%	2	4%	2	4%	6	16%	6	23%	3	14%	2	7%
Other	29	5%	17	5%	3	4%	1	2%	5	10%	1	3%	1	4%	1	5%	3	11%
None of the above	28	4%	13	4%	3	4%	0	0%	5	10%	4	11%	1	4%	1	5%	1	4%
What, if any, concerns do you have regarding the implementation of Board Policy ADB?	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Politicization of school curriculum	334	52%	179	50%	39	57%	24	49%	31	63%	19	51%	10	38%	14	64%	18	67%
Politicization of school environment	335	53%	182	51%	39	57%	24	49%	32	65%	17	46%	10	38%	14	64%	17	63%
Reduced focus on the core academic curriculum	156	24%	77	22%	22	32%	7	14%	21	43%	8	22%	7	27%	3	14%	11	41%
Increased dysfunction in school and district culture and climate	181	28%	96	27%	22	32%	14	29%	18	37%	10	27%	4	15%	5	23%	12	44%
Introduction of age-inappropriate content	142	22%	67	19%	18	33%	7	14%	19	39%	10	27%	2	8%	5	23%	9	33%
Increased division in schools and district	165	26%	87	24%	15	22%	14	29%	13	27%	13	35%	7	27%	5	23%	11	41%
Increased division among students	134	21%	69	19%	15	22%	11	22%	16	33%	8	22%	5	19%	3	14%	7	26%
Suppression of individual beliefs or opinions	126	20%	61	17%	16	23%	9	18%	12	24%	9	24%	5	19%	8	36%	8	30%
Introduction of content that does not align with my personal values	91	14%	43	12%	14	20%	3	6%	14	29%	7	19%	3	12%	2	9%	5	19%
Student discomfort with class content or discussions	119	19%	59	16%	17	25%	10	20%	15	31%	10	27%	2	8%	2	9%	4	15%
Increased division among staff	128	20%	66	18%	15	22%	7	14%	17	35%	10	27%	4	15%	6	27%	6	22%
Negative impact on instructional planning	118	19%	57	16%	20	29%	3	6%	13	27%	10	27%	4	15%	2	9%	9	33%
Staff discomfort with class content or discussions	124	19%	62	17%	16	23%	10	20%	14	29%	8	22%	4	15%	3	14%	7	26%
Introduction of content that does not align with my religious beliefs	67	11%	33	9%	8	12%	1	2%	11	22%	2	5%	2	8%	0	0%	3	11%
Other	56	9%	42	12%	5	7%	3	6%	1	2%	1	3%	1	4%	0	0%	3	11%
None of the above	168	26%	92	26%	15	22%	17	35%	10	20%	12	32%	11	42%	7	32%	4	15%
How should DCSD measure and evaluate Board Policy ADB's impact on students and staff?	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Student achievement and growth data	347	54%	179	50%	40	58%	35	71%	26	53%	21	57%	17	65%	12	55%	17	63%
Student perception data (e.g., Healthy Kids Survey)	383	60%	220	61%	41	59%	33	67%	19	39%	16	43%	20	77%	14	64%	20	74%
Staff recruitment/retention data	318	50%	172	48%	38	55%	24	49%	24	49%	18	49%	15	58%	10	45%	17	63%
Staff evaluation data	242	38%	129	36%	31	45%	9	18%	13	27%	22	59%	12	46%	9	41%	17	63%
Course enrollment data (e.g., AP/Honors/CE enrollment, CTE enrollment, program	204	32%	109	30%	18	26%	20	41%	11	22%	9	24%	12	46%	4	18%	17	63%
Student disciplinary data	237	37%	129	36%	21	30%	24	49%	13	27%	9	24%	17	65%	11	50%	13	48%
District/School/Classroom observation protocol	201	32%	103	29%	22	32%	13	27%	13	27%	17	46%	10	38%	20	38%	13	48%
Stakeholder perceptions of school & district climate	222	35%	119	33%	24	35%	19	39%	10	20%	16	43%	11	42%	11	50%	12	44%
Stakeholder satisfaction data	184	29%	98	27%	18	26%	14	29%	12	24%	10	27%	14	54%	9	41%	9	33%
Summary reports of policy changes	98	15%	51	14%	12	17%	5	10%	6	12%	1	3%	8	31%	5	23%	7	26%
Other	33	5%	22	6%	1	1%	3	6%	3	6%	1	3%	1	4%	1	5%	2	7%
None of the above	30	5%	14	4%	6	9%	0	0%	3	6%	2	5%	2	8%	1	5%	1	4%
In which of the following areas related to Board Policy ADB would you like to receive	n=637		n=358		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Proposed policy/procedural changes	256	40%	144	40%	32	46%	16	33%	22	45%	12	32%	11	42%	7	32%	12	44%
Criteria for adopting new curricular materials and resources	243	38%	145	41%	29	42%	21	43%	17	35%	8	22%	10	38%	4	18%	9	33%
Implementation plans by grade/school level	247	39%	144	40%	33	48%	18	37%	19	39%	11	30%	11	42%	4	18%	7	26%
Criteria for evaluating current curricular materials and resources	234	37%	128	36%	31	45%	23	47%	19	39%	7	19%	10	38%	4	18%	12	44%

	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Parent communication and engagement	133	21%	65	18%	22	32%	9	18%	13	27%	10	27%	4	15%	4	18%	6	22%
Current data related to students (achievement, disciplinary, and perception)	212	33%	121	34%	19	28%	18	37%	12	24%	13	35%	13	50%	5	23%	11	41%
Current data related to staff (evaluation, recruitment/retention, and perception)	204	32%	117	33%	26	38%	11	22%	13	27%	12	32%	8	31%	6	27%	11	41%
Procedures for providing community feedback	126	20%	65	18%	17	25%	5	10%	14	29%	8	22%	4	15%	6	27%	7	26%
Clarification/training on elements of the policy	172	27%	92	26%	25	36%	15	31%	10	20%	6	16%	8	31%	4	18%	12	44%
Procedures for obtaining information from the Equity Advisory Council	115	18%	62	17%	12	17%	10	20%	12	24%	2	5%	4	15%	4	18%	9	33%
Current data related to stakeholder perceptions	158	25%	101	28%	15	22%	13	27%	5	10%	6	16%	7	27%	4	18%	7	26%
Other	12	2%	8	2%	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%	2	7%
None of the above	150	24%	78	22%	12	17%	12	24%	14	29%	13	35%	8	31%	8	36%	5	19%
For how many years have you worked at DCSD?	n=636		n=357		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
Less than 1 year	33	5%	17	5%	3	4%	4	8%	3	6%	2	5%	0	0%	2	9%	2	7%
1 to 3 years	86	14%	48	13%	15	22%	2	4%	11	22%	4	11%	4	15%	0	0%	2	7%
4 to 6 years	107	17%	51	14%	25	36%	3	6%	10	20%	6	16%	2	8%	3	14%	7	26%
7 to 10 years	121	19%	64	18%	14	20%	9	18%	9	18%	8	22%	7	27%	3	14%	7	26%
11 to 15 years	92	14%	51	14%	4	6%	12	24%	9	18%	8	22%	3	12%	2	9%	3	11%
16 to 20 years	88	14%	55	15%	4	6%	12	24%	2	4%	4	11%	5	19%	4	18%	2	7%
More than 20 years	87	14%	54	15%	4	6%	6	12%	3	6%	5	14%	5	19%	6	27%	4	15%
Prefer not to respond	22	3%	17	5%	0	0%	1	2%	2	4%	0	0%	0	0%	2	9%	0	0%
With which of the following categories [do you/does your child] identify? Select all that	n=636		n=357		n=69		n=49		n=49		n=37		n=26		n=22		n=27	
White	508	80%	291	82%	52	75%	40	82%	33	67%	29	78%	23	88%	18	82%	22	81%
Hispanic or Latino/a/x)	31	5%	14	4%	7	10%	1	2%	2	4%	4	11%	0	0%	1	5%	2	7%
Asian	12	2%	2	1%	2	3%	2	4%	4	8%	1	3%	0	0%	0	0%	1	4%
Black or African American	2	0%	0	0%	0	0%	1	2%	0	0%	1	3%	0	0%	0	0%	0	0%
American Indian or Alaskan Native	10	2%	4	1%	2	3%	0	0%	2	4%	1	3%	1	4%	0	0%	0	0%
Middle Eastern or North African	1	0%	0	0%	0	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Native Hawaiian or Pacific Islander	1	0%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Not listed/Prefer to self-describe	14	2%	5	1%	3	4%	1	2%	3	6%	1	3%	1	4%	0	0%	0	0%
Prefer not to respond	95	15%	56	16%	11	16%	5	10%	11	22%	3	8%	1	4%	3	14%	5	19%

Questions	Total		Pre-K		Elementary		Middle		High	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Which of the following best describes your relationship with DCSD? If you are both a parent	n=2946		n=47		n=1236		n=616		n=1047	
Parent/Guardian of a student in DCSD	2,682	91%	47	100%	1,236	100%	602	98%	797	76%
Staff member in DCSD	0	0%	0	0%	0	0%	0	0%	0	0%
Student in DCSD	264	9%	0	0%	0	0%	14	2%	250	24%
Community member of Douglas County	0	0%	0	0%	0	0%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at DCSD?	n=0		n=0		n=0		n=0		n=0	
School-based staff (e.g., teacher, paraprofessional, administrator, educational assistant,	0	0%	0	0%	0	0%	0	0%	0	0%
District staff (e.g., central administrator, transportation or O&M staff, central support staff)	0	0%	0	0%	0	0%	0	0%	0	0%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at your school?	n=0		n=0		n=0		n=0		n=0	
Instructional certificated staff (e.g., classroom teacher)	0	0%	0	0%	0	0%	0	0%	0	0%
Support services staff (e.g., special education, counselor)	0	0%	0	0%	0	0%	0	0%	0	0%
Instructional classified staff (e.g., instructional aide)	0	0%	0	0%	0	0%	0	0%	0	0%
School administrator (e.g., principal, assistant principal)	0	0%	0	0%	0	0%	0	0%	0	0%
Other school staff (e.g., facilities, kitchen)	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role in the district?	n=0		n=0		n=0		n=0		n=0	
District staff (classified)	0	0%	0	0%	0	0%	0	0%	0	0%
Other district staff	0	0%	0	0%	0	0%	0	0%	0	0%
District staff (licensed)	0	0%	0	0%	0	0%	0	0%	0	0%
District administrator	0	0%	0	0%	0	0%	0	0%	0	0%
How many children do you have currently enrolled in a DCSD school?	n=2682		n=47		n=1236		n=602		n=797	
None	0	0%	0	0%	0	0%	0	0%	0	0%
1 child	1,060	40%	20	43%	463	37%	203	34%	374	47%
More than 1 child	1,622	60%	27	57%	773	63%	399	66%	423	53%
Please select [your/your child's] grade.	n=2946		n=47		n=1236		n=616		n=1047	
Pre-K	47	2%	47	100%	0	0%	0	0%	0	0%
TK	0	0%	0	0%	0	0%	0	0%	0	0%
Kindergarten	205	7%	0	0%	205	17%	0	0%	0	0%
Grade 1	221	8%	0	0%	221	18%	0	0%	0	0%
Grade 2	207	7%	0	0%	207	17%	0	0%	0	0%
Grade 3	194	7%	0	0%	194	16%	0	0%	0	0%
Grade 4	198	7%	0	0%	198	16%	0	0%	0	0%
Grade 5	211	7%	0	0%	211	17%	0	0%	0	0%
Grade 6	171	6%	0	0%	0	0%	171	28%	0	0%
Grade 7	204	7%	0	0%	0	0%	204	33%	0	0%
Grade 8	241	8%	0	0%	0	0%	241	39%	0	0%
Grade 9	285	10%	0	0%	0	0%	0	0%	285	27%
Grade 10	266	9%	0	0%	0	0%	0	0%	266	25%
Grade 11	277	9%	0	0%	0	0%	0	0%	277	26%
Grade 12	219	7%	0	0%	0	0%	0	0%	219	21%
Adult Education	0	0%	0	0%	0	0%	0	0%	0	0%
With which grade level(s) do you teach/primarily work with? Please select all that apply.	n=0		n=0		n=0		n=0		n=0	
Pre-K	0	0%	0	0%	0	0%	0	0%	0	0%
Transitional kindergarten	0	0%	0	0%	0	0%	0	0%	0	0%
Kindergarten	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 1	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 2	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 3	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 4	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 5	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 6	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 7	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 8	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 9	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 10	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 11	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 12	0	0%	0	0%	0	0%	0	0%	0	0%
Adult Education	0	0%	0	0%	0	0%	0	0%	0	0%
School location	n=2946		n=47		n=1236		n=616		n=1047	
Academy Charter School	27	1%	0	0%	23	2%	4	1%	0	0%
Acres Green Elementary School	14	0%	1	2%	11	1%	2	0%	0	0%
American Academy	93	3%	0	0%	61	5%	31	5%	1	0%
Arrowwood Elementary School	12	0%	0	0%	12	1%	0	0%	0	0%
Aspen View Academy	48	2%	2	4%	31	3%	15	2%	0	0%
Bear Canyon Elementary School	18	1%	0	0%	15	1%	3	0%	0	0%
Ben Franklin Academy	52	2%	2	4%	36	3%	14	2%	0	0%
Buffalo Ridge Elementary School	30	1%	1	2%	29	2%	0	0%	0	0%
Castle Rock Elementary School	11	0%	0	0%	11	1%	0	0%	0	0%
Castle Rock Middle School	37	1%	0	0%	0	0%	37	6%	0	0%
Castle View High School	131	4%	0	0%	0	0%	0	0%	131	13%
Challenge to Excellence	13	0%	0	0%	9	1%	4	1%	0	0%
Chaparral High School	102	3%	0	0%	0	0%	0	0%	102	10%
Cherokee Trail Elementary School	13	0%	1	2%	11	1%	1	0%	0	0%

School	n=2946		n=47		n=1236		n=616		n=1047	
Cherry Valley Elementary School	6	0%	0	0%	5	0%	1	0%	0	0%
Cimarron Middle School	50	2%	0	0%	0	0%	50	8%	0	0%
Clear Sky Elementary School	25	1%	0	0%	24	2%	1	0%	0	0%
CloverLeaf Home Enrichment School	7	0%	0	0%	4	0%	3	0%	0	0%
Copper Mesa Elementary School	13	0%	0	0%	12	1%	1	0%	0	0%
Cougar Run Elementary School	11	0%	0	0%	7	1%	4	1%	0	0%
Coyote Creek Elementary School	23	1%	6	13%	15	1%	2	0%	0	0%
Cresthill Middle School	32	1%	0	0%	0	0%	32	5%	0	0%
Daniel C. Oakes High School	3	0%	0	0%	0	0%	0	0%	3	0%
DCS Montessori Charter School	32	1%	2	4%	23	2%	7	1%	0	0%
Douglas County High School	84	3%	0	0%	0	0%	0	0%	84	8%
Eagle Academy	3	0%	0	0%	0	0%	0	0%	3	0%
Eagle Ridge Elementary School	13	0%	1	2%	12	1%	0	0%	0	0%
eDCSD	6	0%	0	0%	1	0%	2	0%	3	0%
Eldorado Elementary	25	1%	1	2%	23	2%	1	0%	0	0%
Flagstone Elementary School	11	0%	0	0%	9	1%	2	0%	0	0%
Fox Creek Elementary School	25	1%	0	0%	23	2%	2	0%	0	0%
Franktown Elementary School	19	1%	2	4%	17	1%	0	0%	0	0%
Frontier Valley Elementary School	16	1%	0	0%	16	1%	0	0%	0	0%
Global Village Academy	16	1%	0	0%	16	1%	0	0%	0	0%
Gold Rush Elementary School	23	1%	1	2%	22	2%	0	0%	0	0%
Heritage Elementary School	15	1%	0	0%	15	1%	0	0%	0	0%
Highlands Ranch High School	97	3%	0	0%	0	0%	0	0%	97	9%
Hope Online Middle School	0	0%	0	0%	0	0%	0	0%	0	0%
Hope Online High School	2	0%	0	0%	0	0%	0	0%	2	0%
Iron Horse Elementary School	20	1%	1	2%	19	2%	0	0%	0	0%
Larkspur Elementary School	6	0%	0	0%	6	0%	0	0%	0	0%
Legacy Point Elementary School	24	1%	1	2%	23	2%	0	0%	0	0%
Legend High School	126	4%	0	0%	0	0%	0	0%	126	12%
Leman Academy of Excellence	56	2%	0	0%	45	4%	11	2%	0	0%
Lone Tree Elementary School	23	1%	1	2%	19	2%	3	0%	0	0%
Mammoth Heights Elementary School	30	1%	2	4%	26	2%	2	0%	0	0%
Meadow View Elementary School	27	1%	1	2%	24	2%	2	0%	0	0%
Mesa Middle School	35	1%	0	0%	0	0%	35	6%	0	0%
Mountain Ridge Middle School	37	1%	0	0%	0	0%	37	6%	0	0%
Mountain View Elementary School	23	1%	1	2%	22	2%	0	0%	0	0%
Mountain Vista High School	140	5%	0	0%	0	0%	0	0%	140	13%
North Star Academy	21	1%	4	9%	10	1%	7	1%	0	0%
Northeast Elementary School	22	1%	0	0%	22	2%	0	0%	0	0%
Northridge Elementary School	31	1%	0	0%	28	2%	3	0%	0	0%
Parker Core Knowledge	11	0%	0	0%	9	1%	2	0%	0	0%
Parker Performing Arts School	20	1%	0	0%	13	1%	7	1%	0	0%
Pine Grove Elementary School	23	1%	0	0%	18	1%	5	1%	0	0%
Pine Lane Elementary School	23	1%	0	0%	20	2%	3	0%	0	0%
Pioneer Elementary School	24	1%	2	4%	22	2%	0	0%	0	0%
Platte River Academy	31	1%	0	0%	24	2%	7	1%	0	0%
Plum Creek Academy	1	0%	0	0%	0	0%	0	0%	1	0%
Ponderosa High School	68	2%	0	0%	0	0%	0	0%	68	6%
Prairie Crossing Elementary School	35	1%	0	0%	34	3%	1	0%	0	0%
Ranch View Middle School	52	2%	0	0%	0	0%	52	8%	0	0%
Redstone Elementary School	18	1%	2	4%	16	1%	0	0%	0	0%
Renaissance Elementary Magnet School	27	1%	1	2%	24	2%	2	0%	0	0%
Renaissance Secondary School	26	1%	0	0%	0	0%	7	1%	19	2%
Rock Canyon High School	138	5%	0	0%	0	0%	0	0%	138	13%
Rock Ridge Elementary School	20	1%	2	4%	17	1%	1	0%	0	0%
Rocky Heights Middle School	65	2%	0	0%	0	0%	65	11%	0	0%
Roxborough Primary School	21	1%	3	6%	18	1%	0	0%	0	0%
Roxborough Intermediate School	15	1%	0	0%	9	1%	6	1%	0	0%
Saddle Ranch Elementary School	27	1%	0	0%	24	2%	3	0%	0	0%
Sage Canyon Elementary School	35	1%	0	0%	35	3%	0	0%	0	0%
Sagewood Middle School	47	2%	0	0%	0	0%	47	8%	0	0%
Sand Creek Elementary School	14	0%	2	4%	11	1%	1	0%	0	0%
Sedalia Elementary School	8	0%	0	0%	8	1%	0	0%	0	0%
Sierra Middle School	38	1%	0	0%	0	0%	38	6%	0	0%
SkyView Academy	48	2%	0	0%	26	2%	8	1%	14	1%
Soaring Hawk Elementary School	23	1%	3	6%	19	2%	1	0%	0	0%
South Ridge Elementary School	6	0%	0	0%	6	0%	0	0%	0	0%
STEM School Highlands Ranch	48	2%	0	0%	16	1%	21	3%	11	1%
Stone Mountain Elementary School	25	1%	0	0%	22	2%	3	0%	0	0%
Summit View Elementary School	23	1%	0	0%	21	2%	2	0%	0	0%
ThunderRidge High School	104	4%	0	0%	0	0%	0	0%	104	10%
Timber Trail Elementary School	32	1%	0	0%	32	3%	0	0%	0	0%
Trailblazer Elementary School	16	1%	0	0%	10	1%	6	1%	0	0%
Wildcat Mountain Elementary School	30	1%	1	2%	29	2%	0	0%	0	0%
World Compass Academy	25	1%	0	0%	16	1%	9	1%	0	0%
Bridge Program	0	0%	0	0%	0	0%	0	0%	0	0%
Child Find	0	0%	0	0%	0	0%	0	0%	0	0%
DC Support	0	0%	0	0%	0	0%	0	0%	0	0%
[Do you/Does your child] participate in any of the following? Please select all that apply.	n=2946		n=47		n=1236		n=616		n=1047	

Gifted and Talented	663	23%	2	4%	227	18%	172	28%	262	25%
Special Education	282	10%	9	19%	122	10%	69	11%	82	8%
504	271	9%	1	2%	74	6%	68	11%	128	12%
Free or Reduced-Price Lunch (FRL)	70	2%	0	0%	33	3%	11	2%	26	2%
English Language Development (ELD)	26	1%	0	0%	16	1%	2	0%	8	1%
None of the above	1,777	60%	37	79%	822	67%	323	52%	595	57%
How familiar are you with DCSD schools?	**n=0**		**n=0**		**n=0**		**n=0**		**n=0**	
Not at All Familiar	0	0%	0	0%	0	0%	0	0%	0	0%
Slightly Familiar	0	0%	0	0%	0	0%	0	0%	0	0%
Moderately Familiar	0	0%	0	0%	0	0%	0	0%	0	0%
Very Familiar	0	0%	0	0%	0	0%	0	0%	0	0%
Extremely Familiar	0	0%	0	0%	0	0%	0	0%	0	0%
Top 2	0	0%	0	0%	0	0%	0	0%	0	0%
I have read DCSD Board of Education Policy ADB: Educational Equity in its entirety.	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	
yes	2,946	100%	47	100%	1,236	100%	616	100%	1,047	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%
I have read DCSD Board of Education Resolution in its entirety.	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	
yes	2,946	100%	47	100%	1,236	100%	616	100%	1,047	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%
What do you hope will result from the implementation of Board Policy ADB? Please select all	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	
Curriculum that promotes critical thinking and problem-solving	1,997	68%	33	70%	847	69%	415	67%	702	67%
A historically accurate and comprehensive social studies curriculum	1,762	60%	30	64%	731	59%	377	61%	624	60%
Increased growth and achievement for all students	1,649	56%	22	47%	692	56%	359	58%	576	55%
Increased access to opportunities for all students	1,501	51%	22	47%	588	48%	335	54%	556	53%
Procedures and policies that identify, address, and prevent discrimination	1,405	48%	24	51%	567	46%	307	50%	507	48%
Disciplinary procedures that are applied consistently and free of bias	1,442	49%	23	49%	590	48%	304	49%	525	50%
Curriculum that reflects multiple perspectives	1,326	45%	17	36%	531	43%	275	45%	503	48%
Increased focus on promoting inclusion and respect	1,306	44%	25	53%	529	43%	286	46%	466	45%
Differentiated access to instructional support, materials, and resources based on the specific	1,224	42%	19	40%	508	41%	263	43%	434	41%
Instructional practices and materials that are bias-free	1,272	43%	16	34%	520	42%	275	45%	461	44%
Staff recruitment and development decisions that are equitable and bias free	1,197	41%	19	40%	484	39%	266	43%	428	41%
Balanced instruction that reflects differing perspectives, including one that reflects my family	1,181	40%	13	28%	486	39%	254	41%	428	41%
Curriculum that represents students' experiences, identities, and backgrounds	1,088	37%	18	38%	428	35%	222	36%	420	40%
Closing of subgroup achievement gaps	749	25%	7	15%	313	25%	166	27%	263	25%
Equal outcomes for all students	733	25%	12	26%	268	22%	150	24%	303	29%
Other	331	11%	3	6%	123	10%	74	12%	131	13%
None of the above	233	8%	6	13%	114	9%	39	6%	74	7%
What positive effects might the implementation of Board Policy ADB have on students and	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	
Decreased instances of bullying and harassment	1,459	50%	25	53%	603	49%	316	51%	515	49%
Greater respect among students	1,460	50%	19	40%	606	49%	297	48%	538	51%
Increase in academic growth and achievement	1,404	48%	21	45%	585	47%	306	50%	492	47%
Increased opportunities for students to consider ideas from multiple perspectives	1,315	45%	19	40%	527	43%	286	46%	483	46%
Increase in opportunities for all students	1,302	44%	21	45%	540	44%	265	43%	476	45%
More welcoming and inclusive classrooms	1,249	42%	17	36%	492	40%	277	45%	463	44%
Improved school and district climate	1,206	41%	17	36%	490	40%	263	43%	436	42%
Student differences are viewed as assets	1,207	41%	20	43%	487	39%	261	42%	439	42%
Increased student engagement	1,220	41%	16	34%	499	40%	260	42%	445	43%
Increased sense of belonging in school for all stakeholders	1,162	39%	15	32%	465	38%	252	41%	430	41%
More welcoming and inclusive workplaces	1,122	38%	18	38%	441	36%	251	41%	412	39%
Improved student and staff relationships	1,142	39%	18	38%	450	36%	223	36%	451	43%
More equitable curricular representation for students from diverse backgrounds	1,075	36%	16	34%	431	35%	229	37%	399	38%
Improved student collaboration	1,068	36%	13	28%	435	35%	217	35%	403	38%
Increased staff diversity	1,024	35%	19	40%	416	34%	219	36%	370	35%
Staff differences are viewed as assets	966	33%	15	32%	384	31%	212	34%	355	34%
Elimination of achievement gaps	674	23%	9	19%	290	23%	130	21%	245	23%
Increased representation of my personal values	407	14%	6	13%	144	12%	72	12%	185	18%
Increased representation of my culture	359	12%	2	4%	132	11%	55	9%	170	16%
Increased representation of my identity	336	11%	4	9%	113	9%	52	8%	167	16%
Increased representation of my personal religious beliefs	284	10%	3	6%	104	8%	48	8%	129	12%
Other	217	7%	3	6%	78	6%	54	9%	82	8%
None of the above	552	19%	8	17%	266	22%	112	18%	166	16%
What, if any, concerns do you have regarding the implementation of Board Policy ADB?	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	
Politicization of school curriculum	1,835	62%	29	62%	807	65%	393	64%	606	58%
Politicization of school environment	1,831	62%	30	64%	798	65%	384	62%	619	59%
Reduced focus on the core academic curriculum	1,363	46%	19	40%	634	51%	275	45%	435	42%
Increased dysfunction in school and district culture and climate	1,213	41%	22	47%	540	44%	235	38%	416	40%
Introduction of age-inappropriate content	1,204	41%	21	45%	584	47%	244	40%	355	34%
Increased division in schools and district	1,164	40%	19	40%	505	41%	248	40%	392	37%
Increased division among students	1,138	39%	19	40%	492	40%	228	37%	399	38%
Suppression of individual beliefs or opinions	1,065	36%	17	36%	447	36%	202	33%	399	38%
Introduction of content that does not align with my personal values	983	33%	20	43%	485	39%	180	29%	298	28%
Student discomfort with class content or discussions	926	31%	13	28%	426	34%	179	29%	308	29%
Increased division among staff	895	30%	19	40%	410	33%	188	31%	278	27%
Negative impact on instructional planning	889	30%	16	34%	406	33%	176	29%	291	28%
Staff discomfort with class content or discussions	720	24%	11	23%	326	26%	150	24%	233	22%
Introduction of content that does not align with my religious beliefs	756	26%	13	28%	374	30%	146	24%	223	21%
Other	353	12%	6	13%	144	12%	92	15%	111	11%
None of the above	577	20%	9	19%	223	18%	128	21%	217	21%
How should DCSD measure and evaluate Board Policy ADB's impact on students and staff?	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	

Student achievement and growth data	1,786	61%	31	66%	757	61%	365	59%	633	60%
Student perception data (e.g., Healthy Kids Survey)	1,500	51%	27	57%	627	51%	309	50%	537	51%
Staff recruitment/retention data	1,275	43%	24	51%	566	46%	273	44%	412	39%
Staff evaluation data	1,107	38%	18	38%	488	39%	230	37%	371	35%
Course enrollment data (e.g., AP/Honors/CE enrollment, CTE enrollment, program	922	31%	13	28%	352	28%	199	32%	358	34%
Student disciplinary data	866	29%	15	32%	382	31%	156	25%	313	30%
District/School/Classroom observation protocol	891	30%	19	40%	381	31%	170	28%	321	31%
Stakeholder perceptions of school & district climate	814	28%	13	28%	357	29%	156	25%	288	28%
Stakeholder satisfaction data	767	26%	9	19%	353	29%	150	24%	255	24%
Summary reports of policy changes	695	24%	13	28%	300	24%	130	21%	252	24%
Other	263	9%	5	11%	98	8%	66	11%	94	9%
None of the above	222	8%	3	6%	96	8%	45	7%	78	7%
In which of the following areas related to Board Policy ADB would you like to receive	**n=2946**		**n=47**		**n=1236**		**n=616**		**n=1047**	
Proposed policy/procedural changes	1,570	53%	19	40%	713	58%	337	55%	501	48%
Criteria for adopting new curricular materials and resources	1,531	52%	22	47%	708	57%	319	52%	482	46%
Implementation plans by grade/school level	1,478	50%	27	57%	716	58%	298	48%	437	42%
Criteria for evaluating current curricular materials and resources	1,401	48%	25	53%	631	51%	298	48%	447	43%
Parent communication and engagement	1,376	47%	26	55%	624	50%	293	48%	433	41%
Current data related to students (achievement, disciplinary, and perception)	1,142	39%	23	49%	496	40%	253	41%	370	35%
Current data related to staff (evaluation, recruitment/retention, and perception)	1,009	34%	15	32%	453	37%	227	37%	314	30%
Procedures for providing community feedback	1,012	34%	15	32%	449	36%	210	34%	338	32%
Clarification/training on elements of the policy	859	29%	11	23%	392	32%	189	31%	267	26%
Procedures for obtaining information from the Equity Advisory Council	821	28%	16	34%	362	29%	166	27%	277	26%
Current data related to stakeholder perceptions	702	24%	9	19%	331	27%	141	23%	221	21%
Other	112	4%	1	2%	49	4%	26	4%	36	3%
None of the above	434	15%	9	19%	131	11%	79	13%	215	21%
For how many years have you worked at DCSD?	**n=0**		**n=0**		**n=0**		**n=0**		**n=0**	
Less than 1 year	0	0%	0	0%	0	0%	0	0%	0	0%
1 to 3 years	0	0%	0	0%	0	0%	0	0%	0	0%
4 to 6 years	0	0%	0	0%	0	0%	0	0%	0	0%
7 to 10 years	0	0%	0	0%	0	0%	0	0%	0	0%
11 to 15 years	0	0%	0	0%	0	0%	0	0%	0	0%
16 to 20 years	0	0%	0	0%	0	0%	0	0%	0	0%
More than 20 years	0	0%	0	0%	0	0%	0	0%	0	0%
Prefer not to respond	0	0%	0	0%	0	0%	0	0%	0	0%
With which of the following categories [do you/does your child] identify? Select all that	**n=2942**		**n=47**		**n=1234**		**n=616**		**n=1045**	
White	1,951	66%	35	74%	791	64%	427	69%	698	67%
Hispanic or Latin(o/a/x)	252	9%	4	9%	108	9%	40	6%	100	10%
Asian	147	5%	1	2%	65	5%	31	5%	50	5%
Black or African American	99	3%	2	4%	39	3%	24	4%	34	3%
American Indian or Alaskan Native	63	2%	1	2%	25	2%	13	2%	24	2%
Middle Eastern or North African	30	1%	0	0%	14	1%	6	1%	10	1%
Native Hawaiian or Pacific Islander	30	1%	0	0%	17	1%	2	0%	11	1%
Not listed/Prefer to self-describe	163	6%	1	2%	64	5%	28	5%	70	7%
Prefer not to respond	646	22%	10	21%	315	26%	123	20%	198	19%

	Total		English Language Development (ELD)		Special Education		Gifted and Talented		Free or Reduced-Price Lunch (FRL)		504		None of the above	
Questions	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Which of the	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Parent/Guardian	2,690	91%	22	85%	266	92%	569	86%	60	86%	238	88%	1,655	93%
Staff member in	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Student in DCSD	264	9%	4	15%	22	8%	94	14%	10	14%	34	13%	123	7%
Community	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
None of the	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the	n=0		n=0		n=0		n=0		n=0		n=0		n=0	
School-based	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District staff	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
None of the	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the	n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Support services	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other school	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the	n=0		n=0		n=0		n=0		n=0		n=0		n=0	
District staff	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other district	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District staff	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many	n=2690		n=22		n=266		n=569		n=60		n=238		n=1655	
None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1 child	1,065	40%	10	45%	106	40%	194	34%	23	38%	103	43%	672	41%
More than 1	1,625	60%	12	55%	160	60%	375	66%	37	62%	135	57%	983	59%
Please select	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Pre-K	47	2%	0	0%	9	3%	2	0%	0	0%	1	0%	37	2%
TK	2	0%	0	0%	0	0%	0	0%	0	0%	1	0%	1	0%
Kindergarten	205	7%	2	8%	18	6%	7	1%	5	7%	5	2%	170	10%
Grade 1	221	7%	2	8%	24	8%	22	3%	7	10%	7	3%	170	10%
Grade 2	207	7%	3	12%	19	7%	38	6%	4	6%	8	3%	140	8%
Grade 3	194	7%	0	0%	18	6%	48	7%	6	9%	17	6%	115	6%
Grade 4	198	7%	4	15%	18	6%	48	7%	6	9%	14	5%	115	6%
Grade 5	211	7%	5	19%	25	9%	64	10%	5	7%	23	8%	112	6%
Grade 6	171	6%	0	0%	21	7%	44	7%	2	3%	20	7%	93	5%
Grade 7	204	7%	1	4%	22	8%	60	9%	5	7%	23	8%	104	6%
Grade 8	241	8%	1	4%	26	9%	68	10%	4	6%	25	9%	126	7%
Grade 9	285	10%	3	12%	31	11%	67	10%	13	19%	30	11%	158	9%
Grade 10	266	9%	3	12%	19	7%	62	9%	7	10%	41	15%	152	9%
Grade 11	277	9%	2	8%	20	7%	79	12%	4	6%	29	11%	154	9%
Grade 12	219	7%	0	0%	12	4%	54	8%	2	3%	28	10%	131	7%
Adult Education	6	0%	0	0%	6	2%	0	0%	0	0%	0	0%	0	0%

By Special Program

With which	n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Pre-K	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Transitional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Kindergarten	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 1	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 3	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 4	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 5	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 6	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 7	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 8	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 9	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 10	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 11	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Grade 12	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Adult Education	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
School location	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Academy Charter	27	1%	0	0%	0	0%	3	0%	0	0%	1	0%	23	1%
Acres Green	14	0%	0	0%	3	1%	3	0%	0	0%	0	0%	9	1%
American	93	3%	0	0%	5	2%	18	3%	1	1%	6	2%	65	4%
Arrowwood	12	0%	1	4%	2	1%	4	1%	0	0%	1	0%	6	0%
Aspen View	48	2%	1	4%	2	1%	4	1%	1	1%	1	0%	39	2%
Bear Canyon	18	1%	0	0%	5	2%	5	1%	0	0%	1	0%	9	1%
Ben Franklin	52	2%	2	8%	0	0%	7	1%	1	1%	1	0%	44	2%
Buffalo Ridge	30	1%	0	0%	3	1%	3	0%	1	1%	1	0%	23	1%
Castle Rock	11	0%	0	0%	3	1%	1	0%	0	0%	0	0%	7	0%
Castle Rock	37	1%	0	0%	5	2%	10	2%	1	1%	1	0%	21	1%
Castle View High	131	4%	0	0%	8	3%	32	5%	3	4%	13	5%	81	5%
Challenge to	13	0%	0	0%	2	1%	2	0%	1	1%	1	0%	8	0%
Chapparal High	102	3%	1	4%	10	3%	19	3%	3	4%	8	3%	65	4%
Cherokee Trail	13	0%	0	0%	3	1%	1	0%	1	1%	0	0%	8	0%
Cherry Valley	6	0%	0	0%	1	0%	1	0%	0	0%	0	0%	4	0%
Cimarron Middle	50	2%	1	4%	6	2%	7	1%	1	1%	3	1%	33	2%
Clear Sky	25	1%	1	4%	2	1%	5	1%	1	1%	1	0%	17	1%
CloverLeaf	7	0%	0	0%	0	0%	1	0%	0	0%	0	0%	6	0%
Copper Mesa	13	0%	0	0%	2	1%	2	0%	0	0%	0	0%	10	1%
Cougar Run	11	0%	0	0%	2	1%	3	0%	0	0%	2	1%	4	0%
Coyote Creek	23	1%	1	4%	1	0%	4	1%	0	0%	2	1%	16	1%
Cresthill Middle	32	1%	1	4%	8	3%	8	1%	0	0%	4	1%	14	1%
Daniel C. Oakes	3	0%	0	0%	0	0%	0	0%	0	0%	2	1%	1	0%
DCS Montessori	33	1%	0	0%	2	1%	6	1%	0	0%	6	2%	20	1%
Douglas County	84	3%	0	0%	6	2%	21	3%	1	1%	14	5%	46	3%
Eagle Academy	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	0%
Eagle Ridge	13	0%	0	0%	1	0%	1	0%	1	1%	1	0%	10	1%
eDCSD	6	0%	0	0%	0	0%	2	0%	0	0%	2	1%	2	0%
Eldorado	25	1%	0	0%	1	0%	9	1%	1	1%	3	1%	14	1%

Flagstone	11	0%	0	0%	1	0%	4	1%	0	0%	3	1%	5	0%
Fox Creek	25	1%	1	4%	2	1%	3	0%	1	1%	4	1%	14	1%
Franktown	19	1%	0	0%	1	0%	4	1%	0	0%	0	0%	14	1%
Frontier Valley	16	1%	0	0%	5	2%	3	0%	0	0%	1	0%	7	0%
Global Village	16	1%	0	0%	1	0%	3	0%	2	3%	0	0%	11	1%
Gold Rush	23	1%	0	0%	1	0%	7	1%	0	0%	0	0%	15	1%
Heritage	15	1%	0	0%	2	1%	3	0%	0	0%	0	0%	10	1%
Highlands Ranch	97	3%	1	4%	10	3%	29	4%	2	3%	14	5%	48	3%
Hope Online	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hope Online	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0%
Iron Horse	20	1%	0	0%	3	1%	3	0%	1	1%	0	0%	15	1%
Larkspur	6	0%	0	0%	0	0%	1	0%	0	0%	0	0%	5	0%
Legacy Point	24	1%	0	0%	1	0%	5	1%	0	0%	1	0%	17	1%
Legend High	126	4%	3	12%	11	4%	17	3%	5	7%	14	5%	86	5%
Leman Academy	56	2%	0	0%	5	2%	11	2%	0	0%	4	1%	37	2%
Lone Tree	23	1%	0	0%	3	1%	2	0%	0	0%	2	1%	16	1%
Mammoth	30	1%	0	0%	5	2%	7	1%	1	1%	1	0%	16	1%
Meadow View	27	1%	0	0%	4	1%	4	1%	1	1%	3	1%	19	1%
Mesa Middle	35	1%	0	0%	4	1%	9	1%	1	1%	1	0%	21	1%
Mountain Ridge	37	1%	0	0%	4	1%	14	2%	1	1%	3	1%	16	1%
Mountain View	23	1%	0	0%	3	1%	4	1%	1	1%	0	0%	16	1%
Mountain Vista	140	5%	1	4%	8	3%	35	5%	3	4%	16	6%	82	5%
North Star	21	1%	0	0%	3	1%	0	0%	0	0%	1	0%	17	1%
Northeast	22	1%	0	0%	1	0%	6	1%	0	0%	1	0%	14	1%
Northridge	31	1%	1	4%	1	0%	10	2%	1	1%	5	2%	14	1%
Parker Core	11	0%	0	0%	0	0%	2	0%	0	0%	3	1%	8	0%
Parker	20	1%	1	4%	3	1%	3	0%	0	0%	4	1%	12	1%
Pine Grove	23	1%	1	4%	4	1%	4	1%	1	1%	2	1%	12	1%
Pine Lane	23	1%	0	0%	2	1%	6	1%	3	4%	1	0%	13	1%
Pioneer	24	1%	0	0%	6	2%	3	0%	1	1%	0	0%	14	1%
Platte River	31	1%	0	0%	0	0%	3	0%	0	0%	4	1%	24	1%
Plum Creek	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%
Ponderosa High	68	2%	0	0%	5	2%	18	3%	3	4%	10	4%	37	2%
Prairie Crossing	35	1%	0	0%	1	0%	3	0%	0	0%	0	0%	32	2%
Ranch View	52	2%	0	0%	5	2%	25	4%	1	1%	5	2%	20	1%
Redstone	18	1%	1	4%	4	1%	3	0%	0	0%	2	1%	8	0%
Renaissance	27	1%	0	0%	2	1%	13	2%	2	3%	1	0%	13	1%
Renaissance	26	1%	0	0%	2	1%	13	2%	0	0%	3	1%	9	1%
Rock Canyon	138	5%	1	4%	9	3%	42	6%	2	3%	19	7%	71	4%
Rock Ridge	21	1%	0	0%	5	2%	0	0%	2	3%	1	0%	14	1%
Rocky Heights	65	2%	0	0%	6	2%	16	2%	1	1%	4	1%	38	2%
Roxborough	21	1%	0	0%	2	1%	6	1%	0	0%	0	0%	14	1%
Roxborough	15	1%	0	0%	0	0%	6	1%	1	1%	2	1%	7	0%
Saddle Ranch	27	1%	0	0%	5	2%	9	1%	0	0%	4	1%	13	1%
Sage Canyon	35	1%	1	4%	9	3%	4	1%	2	3%	3	1%	19	1%
Sagewood	47	2%	0	0%	9	3%	15	2%	0	0%	7	3%	18	1%
Sand Creek	14	0%	0	0%	2	1%	2	0%	0	0%	1	0%	11	1%

Sedalia	8	0%	0	0%	3	1%	0	0%	2	3%	0	0%	3	0%
Sierra Middle	38	1%	0	0%	5	2%	9	1%	0	0%	9	3%	18	1%
SkyView	48	2%	0	0%	2	1%	9	1%	2	3%	5	2%	33	2%
Soaring Hawk	23	1%	0	0%	5	2%	1	0%	0	0%	1	0%	16	1%
South Ridge	6	0%	1	4%	2	1%	1	0%	0	0%	1	0%	4	0%
STEM School	48	2%	1	4%	2	1%	20	3%	3	4%	7	3%	19	1%
Stone Mountain	25	1%	0	0%	1	0%	10	2%	0	0%	3	1%	12	1%
Summit View	23	1%	0	0%	1	0%	7	1%	0	0%	2	1%	14	1%
ThunderRidge	104	4%	1	4%	10	3%	27	4%	3	4%	13	5%	57	3%
Timber Trail	32	1%	0	0%	3	1%	3	0%	1	1%	2	1%	25	1%
Trailblazer	16	1%	0	0%	1	0%	4	1%	0	0%	0	0%	11	1%
Wildcat	30	1%	1	4%	3	1%	6	1%	1	1%	1	0%	18	1%
World Compass	25	1%	1	4%	0	0%	4	1%	1	1%	3	1%	16	1%
Bridge Program	6	0%	0	0%	6	2%	0	0%	0	0%	0	0%	0	0%
Child Find	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DC Support	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
[Do you/Does	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Gifted and	663	22%	3	12%	22	8%	663	100%	17	24%	60	22%	0	0%
Special	288	10%	8	31%	288	100%	22	3%	14	20%	21	8%	0	0%
504	272	9%	1	4%	21	7%	60	9%	8	11%	272	100%	0	0%
Free or Reduced-	70	2%	2	8%	14	5%	17	3%	70	100%	8	3%	0	0%
English Language	26	1%	26	100%	8	3%	3	0%	2	3%	1	0%	0	0%
None of the	1,778	60%	0	0%	0	0%	0	0%	0	0%	0	0%	1,778	100%
How familiar are	n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Not at All	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Slightly Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Moderately	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Very Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Extremely	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Top 2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
I have read	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
yes	2,954	100%	26	100%	288	100%	663	100%	70	100%	272	100%	1,778	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
I have read	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
yes	2,954	100%	26	100%	288	100%	663	100%	70	100%	272	100%	1,778	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
What do you	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Curriculum that	2,002	68%	16	62%	188	65%	500	75%	41	59%	199	73%	1,159	65%
A historically	1,764	60%	14	54%	169	59%	460	69%	40	57%	177	65%	1,002	56%
Increased growth	1,652	56%	19	73%	159	55%	404	61%	39	56%	167	61%	954	54%
Increased access	1,504	51%	14	54%	160	56%	381	57%	40	57%	162	60%	834	47%
Procedures and	1,408	48%	9	35%	153	53%	380	57%	36	51%	152	56%	763	43%
Disciplinary	1,446	49%	9	35%	136	47%	374	56%	37	53%	148	54%	827	47%
Curriculum that	1,328	45%	11	42%	133	46%	372	56%	26	37%	136	50%	724	41%
Increased focus	1,309	44%	8	31%	147	51%	370	56%	33	47%	150	55%	689	39%
Differentiated	1,228	42%	8	31%	148	51%	340	51%	31	44%	156	57%	628	35%
Instructional	1,275	43%	8	31%	124	43%	329	50%	26	37%	139	51%	718	40%

Staff recruitment	1,199	41%	13	50%	132	46%	339	51%	30	43%	121	44%	644	36%
Balanced	1,183	40%	10	38%	114	40%	315	48%	30	43%	133	49%	657	37%
Curriculum that	1,090	37%	9	35%	109	38%	317	48%	32	46%	125	46%	576	32%
Closing of	753	25%	4	15%	87	30%	220	33%	21	30%	91	33%	386	22%
Equal outcomes	736	25%	6	23%	86	30%	168	25%	22	31%	80	29%	415	23%
Other	333	11%	3	12%	33	11%	83	13%	7	10%	23	8%	199	11%
None of the	233	8%	4	15%	16	6%	21	3%	11	16%	7	3%	180	10%
What positive	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Decreased	1,463	50%	13	50%	154	53%	380	57%	41	59%	157	58%	810	46%
Greater respect	1,463	50%	12	46%	146	51%	395	60%	42	60%	142	52%	815	46%
Increase in	1,408	48%	14	54%	131	45%	340	51%	36	51%	147	54%	811	46%
Increased	1,318	45%	12	46%	136	47%	358	54%	29	41%	151	56%	713	40%
Increase in	1,305	44%	10	38%	132	46%	332	50%	34	49%	138	51%	732	41%
More welcoming	1,251	42%	10	38%	136	47%	352	53%	33	47%	143	53%	657	37%
Improved school	1,208	41%	10	38%	127	44%	307	46%	28	40%	137	50%	671	38%
Student	1,209	41%	11	42%	138	48%	333	50%	28	40%	138	51%	649	37%
Increased	1,222	41%	13	50%	111	39%	326	49%	35	50%	139	51%	675	38%
Increased sense	1,165	39%	12	46%	121	42%	305	46%	26	37%	125	46%	647	36%
More welcoming	1,125	38%	10	38%	115	40%	320	48%	22	31%	123	45%	612	34%
Improved	1,145	39%	11	42%	108	38%	289	44%	31	44%	117	43%	659	37%
More equitable	1,078	36%	11	42%	117	41%	315	48%	27	39%	125	46%	556	31%
Improved	1,071	36%	10	38%	96	33%	277	42%	27	39%	122	45%	610	34%
Increased staff	1,026	35%	8	31%	105	36%	295	44%	23	33%	107	39%	552	31%
Staff differences	968	33%	6	23%	106	37%	286	43%	24	34%	109	40%	507	29%
Elimination of	677	23%	6	23%	79	27%	183	28%	21	30%	81	30%	360	20%
Increased	407	14%	4	15%	31	11%	91	14%	9	13%	40	15%	255	14%
Increased	359	12%	7	27%	41	14%	96	14%	10	14%	43	16%	189	11%
Increased	336	11%	4	15%	35	12%	95	14%	9	13%	44	16%	177	10%
Increased	284	10%	5	19%	26	9%	60	9%	7	10%	29	11%	178	10%
Other	218	7%	2	8%	23	8%	58	9%	5	7%	16	6%	125	7%
None of the	553	19%	4	15%	45	16%	82	12%	17	24%	30	11%	392	22%
What, if any,	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Politicization of	1,840	62%	16	62%	160	56%	370	56%	43	61%	157	58%	1,171	66%
Politicization of	1,836	62%	17	65%	161	56%	370	56%	42	60%	145	53%	1,172	66%
Reduced focus	1,367	46%	16	62%	115	40%	253	38%	32	46%	92	34%	906	51%
Increased	1,217	41%	12	46%	99	34%	213	32%	21	30%	92	34%	819	46%
Introduction of	1,209	41%	11	42%	107	37%	199	30%	24	34%	86	32%	815	46%
Increased	1,167	40%	9	35%	99	34%	212	32%	27	39%	81	30%	776	44%
Increased	1,140	39%	9	35%	92	32%	198	30%	26	37%	83	31%	768	43%
Suppression of	1,068	36%	12	46%	91	32%	188	28%	20	29%	92	34%	712	40%
Introduction of	985	33%	10	38%	79	27%	153	23%	18	26%	71	26%	684	38%
Student	930	31%	9	35%	80	28%	161	24%	28	40%	64	24%	622	35%
Increased	897	30%	10	38%	79	27%	162	24%	18	26%	67	25%	587	33%
Negative impact	890	30%	7	27%	64	22%	146	22%	19	27%	69	25%	612	34%
Staff discomfort	721	24%	4	15%	64	22%	130	20%	19	27%	52	19%	473	27%
Introduction of	759	26%	11	42%	66	23%	115	17%	11	16%	63	23%	520	29%
Other	356	12%	2	8%	33	11%	87	13%	7	10%	24	9%	217	12%

None of the	577	20%	4	15%	61	21%	159	24%	12	17%	71	26%	306	17%
How should	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Student	1,791	61%	13	50%	159	55%	409	62%	38	54%	172	63%	1,086	61%
Student	1,503	51%	12	46%	147	51%	388	59%	33	47%	155	57%	853	48%
Staff	1,278	43%	10	38%	139	48%	315	48%	26	37%	131	48%	730	41%
Staff evaluation	1,111	38%	12	46%	115	40%	285	43%	26	37%	111	41%	629	35%
Course	924	31%	6	23%	65	23%	252	38%	21	30%	92	34%	535	30%
Student	869	29%	11	42%	85	30%	226	34%	25	36%	91	33%	489	28%
District/School/	893	30%	9	35%	88	31%	209	32%	24	34%	92	34%	527	30%
Stakeholder	816	28%	10	38%	82	28%	192	29%	15	21%	80	29%	477	27%
Stakeholder	770	26%	8	31%	62	22%	178	27%	14	20%	81	30%	466	26%
Summary reports	700	24%	5	19%	61	21%	153	23%	17	24%	71	26%	425	24%
Other	264	9%	1	4%	27	9%	58	9%	2	3%	23	8%	163	9%
None of the	222	8%	3	12%	16	6%	35	5%	6	9%	12	4%	157	9%
In which of the	n=2954		n=26		n=288		n=663		n=70		n=272		n=1778	
Proposed	1,576	53%	13	50%	149	52%	342	52%	30	43%	142	52%	970	55%
Criteria for	1,537	52%	14	54%	136	47%	349	53%	30	43%	130	48%	949	53%
Implementation	1,483	50%	13	50%	149	52%	309	47%	29	41%	134	49%	916	52%
Criteria for	1,407	48%	13	50%	120	42%	308	46%	24	34%	115	42%	884	50%
Parent	1,379	47%	14	54%	133	46%	265	40%	34	49%	138	51%	860	48%
Current data	1,146	39%	12	46%	107	37%	286	43%	31	44%	117	43%	662	37%
Current data	1,011	34%	11	42%	91	32%	242	37%	25	36%	102	38%	594	33%
Procedures for	1,018	34%	15	58%	108	38%	220	33%	27	39%	97	36%	609	34%
Clarification/trai	863	29%	6	23%	82	28%	196	30%	13	19%	80	29%	527	30%
Procedures for	823	28%	9	35%	72	25%	180	27%	16	23%	81	30%	504	28%
Current data	704	24%	8	31%	67	23%	170	26%	9	13%	68	25%	416	23%
Other	114	4%	1	4%	20	7%	32	5%	3	4%	9	3%	56	3%
None of the	434	15%	4	15%	39	14%	97	15%	12	17%	37	14%	267	15%
For how many	n=0		n=0		n=0		n=0		n=0		n=0		n=0	
Less than 1 year	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1 to 3 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
4 to 6 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
7 to 10 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
11 to 15 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
16 to 20 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
More than 20	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Prefer not to	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

With which of	n=2950		n=26		n=286		n=662		n=70		n=272		n=1776	
White	1,956	66%	14	54%	190	66%	488	74%	41	59%	187	69%	1,137	64%
Hispanic or	254	9%	3	12%	28	10%	49	7%	17	24%	22	8%	152	9%
Asian	147	5%	1	4%	9	3%	43	6%	2	3%	13	5%	88	5%
Black or African	99	3%	4	15%	14	5%	13	2%	10	14%	12	4%	59	3%
American Indian	63	2%	0	0%	5	2%	7	1%	1	1%	4	1%	46	3%
Middle Eastern	30	1%	1	4%	3	1%	3	0%	0	0%	4	1%	19	1%
Native Hawaiian	30	1%	0	0%	1	0%	3	0%	0	0%	0	0%	26	1%
Not listed/Prefer	163	6%	1	4%	14	5%	28	4%	5	7%	15	6%	108	6%
Prefer not to	648	22%	4	15%	51	18%	115	17%	9	13%	54	20%	431	24%

HR HANOVER RESEARCH

By Race/Ethnicity

Questions	Total		Asian		Black or African American		Hispanic or Latino/a/x		White		Multi-racial		Not listed/Prefer to self-describe		Prefer not to respond	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Which of the following best describes your relationship with DCSD? If you are both a parent	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
Parent/Guardian of a student in DCSD	2,673	68%	38	76%	36	78%	73	67%	1,503	63%	280	75%	126	81%	617	74%
Staff member in DCSD	801	20%	5	10%	3	7%	23	21%	598	25%	43	12%	9	6%	120	14%
Student in DCSD	261	7%	5	10%	5	11%	10	9%	157	7%	46	12%	7	5%	31	4%
Community member of Douglas County	207	5%	2	4%	2	4%	3	3%	121	5%	3	1%	13	8%	63	8%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at DCSD?	n=801		n=5		n=3		n=23		n=598		n=43		n=9		n=120	
School-based staff (e.g., teacher, paraprofessional, administrator, educational assistant, support	690	86%	5	100%	3	100%	19	83%	512	86%	36	84%	7	78%	108	90%
District staff (e.g., central administrator, transportation or O&M staff, central support staff)	111	14%	0	0%	0	0%	4	17%	86	14%	7	16%	2	22%	12	10%
None of the above	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Which of the following best describes your role at your school?	n=690		n=5		n=3		n=19		n=512		n=36		n=7		n=108	
Instructional certificated staff (e.g., classroom teacher)	357	52%	0	0%	0	0%	8	42%	277	54%	14	39%	2	29%	56	52%
Support services staff (e.g., special education, counselor)	168	24%	2	40%	2	67%	6	32%	124	24%	8	22%	1	14%	25	23%
Instructional classified staff (e.g., instructional aide)	68	10%	0	0%	0	0%	4	21%	44	9%	8	22%	1	14%	11	10%
School administrator (e.g., principal, assistant principal)	49	7%	2	40%	1	33%	1	5%	39	8%	1	3%	0	0%	5	5%
Other school staff (e.g., facilities, kitchen)	48	7%	1	20%	0	0%	0	0%	28	5%	5	14%	3	43%	11	10%
Which of the following best describes your role in the district?	n=111		n=0		n=0		n=4		n=86		n=7		n=2		n=12	
District staff (classified)	37	33%	0	0%	0	0%	3	75%	26	30%	4	57%	1	50%	3	25%
Other district staff	27	24%	0	0%	0	0%	0	0%	19	22%	3	43%	0	0%	5	42%
District staff (licensed)	25	23%	0	0%	0	0%	0	0%	23	27%	0	0%	1	50%	1	8%
District administrator	22	20%	0	0%	0	0%	1	25%	18	21%	0	0%	0	0%	3	25%
How many children do you have currently enrolled in a DCSD school?	n=2673		n=38		n=36		n=73		n=1503		n=280		n=126		n=617	
None	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
1 child	1,060	40%	20	53%	20	56%	39	53%	565	38%	117	42%	55	44%	244	40%
More than 1 child	1,613	60%	18	47%	16	44%	34	47%	938	62%	163	58%	71	56%	373	60%
Please select [your/your child's] grade.	n=2934		n=43		n=41		n=83		n=1660		n=326		n=133		n=648	
Pre-K	47	2%	1	2%	0	0%	1	1%	32	2%	3	1%	0	0%	10	2%
TK	2	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	1	0%
Kindergarten	205	7%	3	7%	0	0%	3	4%	111	7%	25	8%	9	7%	54	8%
Grade 1	219	7%	5	12%	3	7%	6	7%	112	7%	31	10%	6	5%	56	9%
Grade 2	204	7%	0	0%	1	2%	7	8%	115	7%	23	7%	2	2%	56	9%
Grade 3	193	7%	2	5%	4	10%	6	7%	99	6%	27	8%	13	10%	42	6%
Grade 4	196	7%	2	5%	5	12%	4	5%	96	6%	24	7%	6	5%	59	9%
Grade 5	211	7%	3	7%	2	5%	3	4%	118	7%	20	6%	17	13%	48	7%
Grade 6	171	6%	4	9%	2	5%	6	7%	101	6%	14	4%	8	6%	36	6%
Grade 7	203	7%	1	2%	5	12%	2	2%	129	8%	16	5%	8	6%	42	6%
Grade 8	240	8%	6	14%	6	15%	4	5%	144	9%	27	8%	8	6%	45	7%
Grade 9	282	10%	6	14%	5	12%	13	16%	157	9%	29	9%	18	14%	54	8%
Grade 10	262	9%	5	12%	2	5%	7	8%	151	9%	38	12%	14	11%	45	7%
Grade 11	274	9%	2	5%	3	7%	9	11%	157	9%	27	8%	12	9%	64	10%
Grade 12	219	7%	3	7%	3	7%	11	13%	134	8%	21	6%	12	9%	35	5%
Adult Education	6	0%	0	0%	0	0%	1	1%	3	0%	1	0%	0	0%	1	0%
With which grade level(s) do you teach/primarily work with? Please select all that apply.	n=357		n=0		n=0		n=8		n=277		n=14		n=2		n=56	
Pre-K	4	1%	0	0%	0	0%	1	13%	2	1%	0	0%	0	0%	1	2%
Transitional kindergarten	3	1%	0	0%	0	0%	0	0%	2	1%	0	0%	0	0%	1	2%
Kindergarten	50	14%	0	0%	0	0%	3	38%	37	13%	0	0%	0	0%	10	18%
Grade 1	50	14%	0	0%	0	0%	3	38%	37	13%	0	0%	0	0%	10	18%
Grade 2	48	13%	0	0%	0	0%	2	25%	37	13%	0	0%	0	0%	9	16%
Grade 3	46	13%	0	0%	0	0%	3	38%	35	13%	0	0%	0	0%	8	14%
Grade 4	52	15%	0	0%	0	0%	2	25%	40	14%	0	0%	0	0%	10	18%
Grade 5	44	12%	0	0%	0	0%	2	25%	33	12%	0	0%	0	0%	9	16%
Grade 6	62	17%	0	0%	0	0%	2	25%	47	17%	3	21%	0	0%	10	18%
Grade 7	58	16%	0	0%	0	0%	0	0%	44	16%	6	43%	0	0%	8	14%
Grade 8	52	15%	0	0%	0	0%	0	0%	42	15%	2	14%	0	0%	8	14%
Grade 9	135	38%	0	0%	0	0%	2	25%	109	39%	4	29%	2	100%	18	32%
Grade 10	146	41%	0	0%	0	0%	2	25%	113	41%	7	50%	1	50%	23	41%
Grade 11	160	45%	0	0%	0	0%	2	25%	122	44%	8	57%	2	100%	26	46%
Grade 12	163	46%	0	0%	0	0%	2	25%	124	45%	8	57%	2	100%	27	48%
Adult Education	5	1%	0	0%	0	0%	0	0%	4	1%	1	7%	0	0%	0	0%
School location	n=3624		n=48		n=44		n=102		n=2172		n=362		n=140		n=756	
Academy Charter School	30	1%	1	2%	1	2%	1	1%	14	1%	1	0%	0	0%	12	2%
Acres Green Elementary School	22	1%	0	0%	0	0%	1	1%	17	1%	0	0%	0	0%	4	1%
American Academy	104	3%	1	2%	0	0%	2	2%	60	3%	7	2%	9	6%	25	3%
Arrowwood Elementary School	20	1%	1	2%	0	0%	1	1%	12	1%	1	0%	0	0%	5	1%
Aspen View Academy	57	2%	1	2%	0	0%	0	0%	24	1%	11	3%	1	1%	20	3%
Bear Canyon Elementary School	22	1%	0	0%	0	0%	0	0%	13	1%	4	1%	1	1%	4	1%
Ben Franklin Academy	53	1%	0	0%	0	0%	0	0%	26	1%	6	2%	2	1%	19	3%
Buffalo Ridge Elementary School	36	1%	0	0%	1	2%	2	2%	19	1%	4	1%	0	0%	10	1%
Castle Rock Elementary School	17	0%	0	0%	0	0%	1	1%	10	0%	3	1%	1	1%	2	0%
Castle Rock Middle School	45	1%	1	2%	2	5%	0	0%	26	1%	7	2%	1	1%	8	1%
Castle View High School	161	4%	2	4%	0	0%	3	3%	98	5%	18	5%	7	5%	33	4%
Challenge to Excellence	18	0%	0	0%	1	2%	2	2%	8	0%	2	1%	1	1%	4	1%
Chaparral High School	125	3%	0	0%	1	2%	11	11%	79	4%	11	3%	6	4%	17	2%
Cherokee Trail Elementary School	19	1%	0	0%	0	0%	2	2%	9	0%	4	1%	0	0%	4	1%
Cherry Valley Elementary School	7	0%	0	0%	0	0%	0	0%	1	0%	0	0%	1	1%	5	1%
Cimarron Middle School	61	2%	1	2%	0	0%	1	1%	42	2%	3	1%	2	1%	12	2%
Clear Sky Elementary School	34	1%	1	2%	0	0%	2	2%	24	1%	4	1%	2	1%	1	0%
CloverLeaf Home Enrichment School	9	0%	0	0%	0	0%	0	0%	6	0%	0	0%	1	1%	2	0%
Copper Mesa Elementary School	18	0%	0	0%	0	0%	2	2%	11	1%	0	0%	0	0%	5	1%
Cougar Run Elementary School	15	0%	0	0%	0	0%	0	0%	9	0%	2	1%	1	1%	3	0%
Coyote Creek Elementary School	33	1%	0	0%	0	0%	1	1%	25	1%	2	1%	1	1%	4	1%
Cresthill Middle School	45	1%	1	2%	0	0%	2	2%	32	1%	4	1%	0	0%	6	1%
Daniel C. Oakes High School	9	0%	0	0%	0	0%	0	0%	4	0%	1	0%	0	0%	4	1%
DCS Montessori Charter School	35	1%	0	0%	0	0%	0	0%	22	1%	4	1%	0	0%	9	1%

Douglas County High School	110	3%	0	0%	1	2%	2	2%	68	3%	16	4%	3	2%	20	3%
Eagle Academy	9	0%	0	0%	0	0%	0	0%	4	0%	2	1%	1	1%	2	0%
Eagle Ridge Elementary School	22	1%	0	0%	2	5%	0	0%	17	1%	2	1%	0	0%	1	0%
eDCSD	9	0%	0	0%	0	0%	0	0%	2	0%	3	1%	1	1%	3	0%
Eldorado Elementary	33	1%	1	2%	1	2%	1	1%	17	1%	3	1%	0	0%	10	1%
Flagstone Elementary School	14	0%	0	0%	0	0%	2	2%	8	0%	1	0%	0	0%	3	0%
Fox Creek Elementary School	28	1%	0	0%	0	0%	1	1%	17	1%	4	1%	1	1%	5	1%
Franktown Elementary School	26	1%	0	0%	0	0%	0	0%	17	1%	0	0%	3	2%	6	1%
Frontier Valley Elementary School	17	0%	0	0%	1	2%	0	0%	10	0%	1	0%	0	0%	5	1%
Global Village Academy	16	0%	0	0%	0	0%	1	1%	6	0%	4	1%	0	0%	5	1%
Gold Rush Elementary School	32	1%	0	0%	0	0%	1	1%	24	1%	2	1%	0	0%	5	1%
Heritage Elementary School	21	1%	0	0%	0	0%	1	1%	11	1%	2	1%	0	0%	7	1%
Highlands Ranch High School	126	3%	7	15%	3	7%	4	4%	79	4%	9	2%	6	4%	18	2%
Hope Online Middle School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hope Online High School	3	0%	0	0%	0	0%	1	1%	1	0%	0	0%	0	0%	1	0%
Iron Horse Elementary School	25	1%	0	0%	0	0%	1	1%	16	1%	3	1%	0	0%	5	1%
Larkspur Elementary School	15	0%	0	0%	0	0%	0	0%	10	0%	2	1%	0	0%	3	0%
Legacy Point Elementary School	26	1%	0	0%	0	0%	0	0%	13	1%	3	1%	1	1%	9	1%
Legend High School	154	4%	0	0%	5	11%	7	7%	92	4%	17	5%	6	4%	27	4%
Leman Academy of Excellence	60	2%	0	0%	1	2%	0	0%	28	1%	8	2%	2	1%	21	3%
Lone Tree Elementary School	27	1%	0	0%	0	0%	1	1%	21	1%	1	0%	1	1%	3	0%
Mammoth Heights Elementary School	36	1%	0	0%	0	0%	1	1%	25	1%	2	1%	2	1%	6	1%
Meadow View Elementary School	33	1%	2	4%	0	0%	0	0%	19	1%	5	1%	0	0%	7	1%
Mesa Middle School	39	1%	1	2%	1	2%	1	1%	21	1%	5	1%	3	2%	7	1%
Mountain Ridge Middle School	44	1%	1	2%	2	5%	0	0%	29	1%	4	1%	2	1%	6	1%
Mountain View Elementary School	24	1%	1	2%	0	0%	0	0%	10	0%	6	2%	0	0%	7	1%
Mountain Vista High School	163	4%	2	4%	1	2%	6	6%	103	5%	15	4%	10	7%	26	3%
North Star Academy	26	1%	1	2%	0	0%	0	0%	12	1%	1	0%	1	1%	11	1%
Northeast Elementary School	24	1%	1	2%	0	0%	0	0%	19	1%	2	1%	1	1%	1	0%
Northridge Elementary School	35	1%	1	2%	0	0%	0	0%	21	1%	4	1%	2	1%	7	1%
Parker Core Knowledge	14	0%	0	0%	0	0%	0	0%	10	0%	1	0%	0	0%	3	0%
Parker Performing Arts School	24	1%	0	0%	1	2%	0	0%	13	1%	4	1%	0	0%	6	1%
Pine Grove Elementary School	31	1%	0	0%	0	0%	2	2%	20	1%	3	1%	0	0%	6	1%
Pine Lane Elementary School	35	1%	0	0%	1	2%	5	5%	17	1%	2	1%	0	0%	10	1%
Pioneer Elementary School	31	1%	0	0%	1	2%	0	0%	19	1%	1	0%	2	1%	8	1%
Platte River Academy	32	1%	1	2%	0	0%	0	0%	12	1%	3	1%	1	1%	15	2%
Plum Creek Academy	2	0%	0	0%	0	0%	1	1%	1	0%	0	0%	0	0%	0	0%
Ponderosa High School	78	2%	0	0%	0	0%	1	1%	52	2%	8	2%	2	1%	15	2%
Prairie Crossing Elementary School	40	1%	0	0%	2	5%	0	0%	25	1%	5	1%	0	0%	8	1%
Ranch View Middle School	60	2%	2	4%	0	0%	0	0%	44	2%	5	1%	3	2%	6	1%
Redstone Elementary School	26	1%	2	4%	1	2%	1	1%	16	1%	4	1%	0	0%	2	0%
Renaissance Elementary Magnet School	31	1%	0	0%	0	0%	0	0%	20	1%	3	1%	2	1%	6	1%
Renaissance Secondary School	29	1%	0	0%	0	0%	1	1%	16	1%	1	0%	2	1%	9	1%
Rock Canyon High School	154	4%	5	10%	2	5%	2	2%	85	4%	14	4%	7	5%	39	5%
Rock Ridge Elementary School	25	1%	0	0%	0	0%	1	1%	16	1%	4	1%	0	0%	4	1%
Rocky Heights Middle School	75	2%	1	2%	2	5%	1	1%	46	2%	6	2%	2	1%	17	2%
Roxborough Primary School	25	1%	0	0%	0	0%	0	0%	16	1%	3	1%	1	1%	5	1%
Roxborough Intermediate School	18	0%	1	2%	2	5%	0	0%	9	0%	4	1%	1	1%	1	0%
Saddle Ranch Elementary School	34	1%	0	0%	0	0%	0	0%	23	1%	2	1%	4	3%	5	1%
Sage Canyon Elementary School	41	1%	0	0%	0	0%	0	0%	24	1%	3	1%	1	1%	13	2%
Sagewood Middle School	54	1%	0	0%	0	0%	2	2%	38	2%	2	1%	2	1%	10	1%
Sand Creek Elementary School	20	1%	1	2%	0	0%	0	0%	11	1%	3	1%	1	1%	4	1%
Sedalia Elementary School	13	0%	0	0%	0	0%	0	0%	10	0%	1	0%	0	0%	2	0%
Sierra Middle School	47	1%	2	4%	2	5%	2	2%	22	1%	4	1%	3	2%	12	2%
SkyView Academy	58	2%	0	0%	1	2%	1	1%	30	1%	2	1%	4	3%	20	3%
Soaring Hawk Elementary School	27	1%	0	0%	0	0%	2	2%	14	1%	1	0%	1	1%	9	1%
South Ridge Elementary School	10	0%	0	0%	2	5%	2	2%	5	0%	1	0%	0	0%	0	0%
STEM School Highlands Ranch	57	2%	2	4%	0	0%	2	2%	26	1%	10	3%	2	1%	15	2%
Stone Mountain Elementary School	32	1%	1	2%	0	0%	1	1%	22	1%	1	0%	0	0%	7	1%
Summit View Elementary School	27	1%	0	0%	0	0%	0	0%	21	1%	2	1%	1	1%	3	0%
ThunderRidge High School	131	4%	1	2%	1	2%	5	5%	89	4%	13	4%	7	5%	15	2%
Timber Trail Elementary School	44	1%	1	2%	0	0%	0	0%	23	1%	8	2%	5	4%	7	1%
Trailblazer Elementary School	21	1%	0	0%	0	0%	1	1%	15	1%	3	1%	0	0%	2	0%
Wildcat Mountain Elementary School	36	1%	0	0%	1	2%	1	1%	27	1%	2	1%	0	0%	5	1%
World Compass Academy	26	1%	0	0%	1	2%	0	0%	10	0%	4	1%	2	1%	9	1%
Bridge Program	13	0%	0	0%	0	0%	2	2%	5	0%	3	1%	0	0%	3	0%
Child Find	3	0%	0	0%	0	0%	0	0%	3	0%	0	0%	0	0%	0	0%
DC Support	8	0%	0	0%	0	0%	1	1%	6	0%	0	0%	0	0%	0	0%
[Do you/Does your child] participate in any of the following? Please select all that apply.	n=2934		n=43		n=41		n=83		n=1660		n=326		n=133		n=648	
Gifted and Talented	661	23%	12	28%	6	15%	15	18%	417	25%	76	23%	20	15%	115	18%
Special Education	283	10%	4	9%	9	22%	16	19%	166	10%	26	8%	11	8%	51	8%
504	271	9%	4	9%	5	12%	7	8%	158	10%	32	10%	11	8%	54	8%
Free or Reduced-Price Lunch (FRL)	70	2%	1	2%	6	15%	9	11%	29	2%	13	4%	3	2%	9	1%
English Language Development (ELD)	25	1%	1	2%	3	7%	1	1%	13	1%	2	1%	1	1%	4	1%
None of the above	1,766	60%	23	53%	21	51%	44	53%	959	58%	198	61%	90	68%	431	67%
How familiar are you with DCSD schools?	n=207		n=2		n=2		n=3		n=121		n=3		n=13		n=63	
Not at All Familiar	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Slightly Familiar	11	5%	1	50%	0	0%	0	0%	5	4%	0	0%	0	0%	5	8%
Moderately Familiar	54	26%	0	0%	1	50%	0	0%	29	24%	0	0%	7	54%	17	27%
Very Familiar	71	34%	1	50%	0	0%	2	67%	39	32%	1	33%	3	23%	25	40%
Extremely Familiar	71	34%	0	0%	1	50%	1	33%	48	40%	2	67%	3	23%	16	25%
Top 2	142	69%	1	50%	1	50%	3	100%	87	72%	3	100%	6	46%	41	65%
I have read DCSD Board of Education Policy ADB: Educational Equity in its entirety.	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
yes	3,942	100%	50	100%	46	100%	109	100%	2,379	100%	372	100%	155	100%	831	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
I have read DCSD Board of Education Resolution in its entirety.	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
yes	3,942	100%	50	100%	46	100%	109	100%	2,379	100%	372	100%	155	100%	831	100%
No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
What do you hope will result from the implementation of Board Policy ADB? Please select all	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	

	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
Curriculum that promotes critical thinking and problem-solving	2,695	68%	35	70%	26	57%	76	70%	1,732	73%	253	68%	82	53%	491	59%
A historically accurate and comprehensive social studies curriculum	2,439	62%	34	68%	24	52%	67	61%	1,632	69%	227	61%	66	43%	389	47%
Increased growth and achievement for all students	2,254	57%	30	60%	19	41%	66	61%	1,495	63%	220	59%	59	38%	365	44%
Increased access to opportunities for all students	2,132	54%	27	54%	22	48%	60	55%	1,453	61%	217	58%	50	32%	303	36%
Procedures and policies that identify, address, and prevent discrimination	2,029	51%	33	66%	24	52%	62	57%	1,419	60%	210	56%	37	24%	244	29%
Disciplinary procedures that are applied consistently and free of bias	2,024	51%	34	68%	26	57%	61	56%	1,324	56%	190	51%	56	36%	333	40%
Curriculum that reflects multiple perspectives	1,923	49%	25	50%	19	41%	56	51%	1,366	57%	181	49%	33	21%	243	29%
Increased focus on promoting inclusion and respect	1,920	49%	31	62%	25	54%	56	51%	1,373	58%	205	55%	33	21%	197	24%
Differentiated access to instructional support, materials, and resources based on the specific	1,773	45%	23	46%	16	35%	48	44%	1,222	51%	176	47%	42	27%	246	30%
Instructional practices and materials that are bias-free	1,759	45%	22	44%	14	30%	49	45%	1,156	49%	183	49%	50	32%	285	34%
Staff recruitment and development decisions that are equitable and bias free	1,709	43%	28	56%	18	39%	49	45%	1,213	51%	165	44%	32	21%	204	25%
Balanced instruction that reflects differing perspectives, including one that reflects my family	1,652	42%	16	32%	19	41%	43	39%	1,142	48%	179	48%	32	21%	221	27%
Curriculum that represents students' experiences, identities, and backgrounds	1,619	41%	25	50%	24	52%	52	48%	1,168	49%	173	47%	23	15%	154	19%
Closing of subgroup achievement gaps	1,175	30%	13	26%	11	24%	34	31%	862	36%	117	31%	19	12%	119	14%
Equal outcomes for all students	1,056	27%	15	30%	14	30%	38	35%	734	31%	120	32%	15	10%	120	14%
Other	424	11%	3	6%	9	20%	11	10%	176	7%	37	10%	46	30%	142	17%
None of the above	262	7%	1	2%	5	11%	10	9%	94	4%	21	6%	27	17%	104	13%
What positive effects might the implementation of Board Policy ADB have on students and	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
Decreased instances of bullying and harassment	2,066	52%	37	74%	22	48%	68	62%	1,423	60%	211	57%	46	30%	259	31%
Greater respect among students	2,059	52%	35	70%	19	41%	65	60%	1,422	60%	215	58%	46	30%	257	31%
Increase in academic growth and achievement	1,934	49%	35	70%	17	37%	57	52%	1,305	55%	185	50%	53	34%	282	34%
Increased opportunities for students to consider ideas from multiple perspectives	1,908	48%	25	50%	19	41%	55	50%	1,374	58%	183	49%	35	23%	217	26%
Increase in opportunities for all students	1,852	47%	26	52%	17	37%	57	52%	1,283	54%	185	50%	40	26%	244	29%
More welcoming and inclusive classrooms	1,846	47%	30	60%	25	54%	59	54%	1,338	56%	187	50%	34	22%	173	21%
Improved school and district climate	1,804	46%	24	48%	19	41%	49	45%	1,293	54%	180	48%	40	26%	199	24%
Student differences are viewed as assets	1,761	45%	23	46%	19	41%	54	50%	1,275	54%	176	47%	30	19%	184	22%
Increased student engagement	1,750	44%	29	58%	17	37%	53	49%	1,205	51%	187	50%	41	26%	218	26%
Increased sense of belonging in school for all stakeholders	1,711	43%	20	40%	12	26%	52	48%	1,229	52%	166	45%	37	24%	195	23%
More welcoming and inclusive workplaces	1,633	41%	26	52%	18	39%	50	46%	1,192	50%	165	44%	29	19%	153	18%
Improved student and staff relationships	1,618	41%	22	44%	14	30%	54	50%	1,136	48%	169	45%	35	23%	188	23%
More equitable curricular representation for students from diverse backgrounds	1,604	41%	24	48%	20	43%	47	43%	1,175	49%	169	45%	23	15%	146	18%
Improved student collaboration	1,505	38%	25	50%	11	24%	45	41%	1,062	45%	155	42%	33	21%	174	21%
Increased staff diversity	1,461	37%	22	44%	20	43%	50	46%	1,054	44%	162	44%	21	14%	132	16%
Staff differences are viewed as assets	1,429	36%	17	34%	17	37%	45	41%	1,040	44%	140	38%	24	15%	146	18%
Elimination of achievement gaps	1,041	26%	14	28%	13	28%	37	34%	745	31%	105	28%	18	12%	109	13%
Increased representation of my personal values	527	13%	9	18%	9	20%	19	17%	352	15%	64	17%	14	9%	60	7%
Increased representation of my culture	484	12%	17	34%	10	22%	30	28%	270	11%	84	23%	11	7%	62	7%
Increased representation of my identity	459	12%	15	30%	13	28%	22	20%	284	12%	68	18%	10	6%	47	6%
Increased representation of my personal religious beliefs	359	9%	6	12%	6	13%	13	12%	223	9%	39	10%	12	8%	60	7%
Other	275	7%	0	0%	10	22%	8	7%	121	5%	24	6%	35	23%	77	9%
None of the above	626	16%	3	6%	8	17%	17	16%	225	9%	50	13%	43	28%	280	34%
What, if any, concerns do you have regarding the implementation of Board Policy ADB?	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
Politicization of school curriculum	2,338	59%	22	44%	24	52%	66	61%	1,277	54%	208	56%	115	74%	626	75%
Politicization of school environment	2,327	59%	21	42%	25	54%	68	62%	1,260	53%	208	56%	123	79%	622	75%
Reduced focus on the core academic curriculum	1,639	42%	22	44%	15	33%	40	37%	772	32%	152	41%	102	66%	536	65%
Increased dysfunction in school and district culture and climate	1,501	38%	11	22%	18	39%	48	44%	730	31%	139	37%	97	63%	458	55%
Introduction of age-inappropriate content	1,452	37%	14	28%	17	37%	36	33%	661	28%	136	37%	96	62%	492	59%
Increased division in schools and district	1,436	36%	12	24%	15	33%	45	41%	718	30%	132	35%	91	59%	423	51%
Increased division among students	1,368	35%	11	22%	15	33%	45	41%	617	26%	142	38%	95	61%	443	53%
Suppression of individual beliefs or opinions	1,285	33%	11	22%	16	35%	40	37%	599	25%	123	33%	86	55%	410	49%
Introduction of content that does not align with my personal values	1,139	29%	10	20%	13	28%	30	28%	487	20%	100	27%	82	53%	417	50%
Student discomfort with class content or discussions	1,127	29%	7	14%	10	22%	35	32%	497	21%	116	31%	78	50%	384	46%
Increased division among staff	1,103	28%	10	20%	11	24%	33	30%	525	22%	104	28%	76	49%	344	41%
Negative impact on instructional planning	1,092	28%	8	16%	13	28%	34	31%	493	21%	112	30%	82	53%	350	42%
Staff discomfort with class content or discussions	922	23%	8	16%	9	20%	28	26%	433	18%	107	29%	61	39%	276	33%
Introduction of content that does not align with my religious beliefs	883	22%	10	20%	11	24%	25	23%	375	16%	84	23%	57	37%	321	39%
Other	464	12%	5	10%	9	20%	16	15%	215	9%	52	14%	40	26%	127	15%
None of the above	861	22%	15	30%	12	26%	18	17%	635	27%	84	23%	10	6%	87	10%
How should DCSD measure and evaluate Board Policy ADB's impact on students and staff?	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
Student achievement and growth data	2,341	59%	37	74%	26	57%	67	61%	1,451	61%	238	64%	82	53%	440	53%
Student perception data (e.g., Healthy Kids Survey)	2,085	53%	26	52%	23	50%	59	54%	1,448	61%	200	54%	45	29%	284	34%
Staff recruitment/retention data	1,778	45%	28	56%	18	39%	53	49%	1,227	52%	174	47%	35	23%	243	29%
Staff evaluation data	1,476	37%	23	46%	19	41%	40	37%	990	42%	142	38%	39	25%	223	27%
Course enrollment data (e.g., AP/Honors/CE enrollment, CTE enrollment, program enrollment,	1,254	32%	22	44%	12	26%	40	37%	787	33%	141	38%	49	32%	203	24%
Student disciplinary data	1,240	31%	21	42%	14	30%	36	33%	801	34%	142	38%	39	25%	187	23%
District/School/Classroom observation protocol	1,184	30%	23	46%	15	33%	37	34%	758	32%	134	36%	35	23%	182	22%
Stakeholder perceptions of school & district climate	1,145	29%	15	30%	9	20%	27	25%	703	30%	117	31%	30	19%	244	29%
Stakeholder satisfaction data	1,044	26%	12	24%	10	22%	25	23%	647	27%	105	28%	33	21%	212	26%
Summary reports of policy changes	866	22%	13	26%	10	22%	29	27%	536	23%	95	26%	25	16%	158	19%
Other	330	8%	0	0%	6	13%	3	3%	139	6%	31	8%	41	26%	110	13%
None of the above	281	7%	2	4%	3	7%	10	9%	204	9%	20	5%	22	14%	120	14%
In which of the following areas related to Board Policy ADB would you like to receive	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
Proposed policy/procedural changes	1,977	50%	22	44%	16	35%	49	45%	1,129	47%	210	56%	78	50%	473	57%
Criteria for adopting new curricular materials and resources	1,928	49%	26	52%	20	43%	45	41%	1,100	46%	207	56%	80	52%	450	54%
Implementation plans by grade/school level	1,848	47%	26	52%	19	41%	46	42%	1,038	44%	207	56%	75	48%	437	53%
Criteria for evaluating current curricular materials and resources	1,782	45%	25	50%	22	48%	47	43%	995	42%	191	51%	78	50%	424	51%
Parent communication and engagement	1,605	41%	26	52%	18	39%	54	50%	854	36%	186	50%	70	45%	397	48%
Current data related to students (achievement, disciplinary, and perception)	1,487	38%	28	56%	23	50%	36	33%	867	36%	172	46%	60	39%	301	36%
Current data related to staff (evaluation, recruitment/retention, and perception)	1,340	34%	26	52%	15	33%	43	39%	790	33%	143	38%	50	32%	273	33%
Procedures for providing community feedback	1,249	32%	18	36%	12	26%	35	32%	681	29%	138	37%	57	37%	308	37%
Clarification/training on elements of the policy	1,133	29%	18	36%	11	24%	35	32%	618	26%	120	32%	60	39%	271	33%
Procedures for obtaining information from the Equity Advisory Council	1,022	26%	16	32%	13	28%	29	27%	515	22%	127	34%	50	32%	272	33%
Current data related to stakeholder perceptions	940	24%	15	30%	4	9%	23	21%	528	22%	104	28%	35	23%	231	28%
Other	145	4%	1	2%	1	2%	7	6%	66	3%	11	3%	20	13%	39	5%
None of the above	652	17%	4	8%	7	15%	17	16%	417	18%	39	10%	30	19%	138	17%
For how many years have you worked at DCSD?	n=801		n=5		n=3		n=23		n=598		n=43		n=9		n=120	
Less than 1 year	42	5%	2	40%	0	0%	1	4%	31	5%	4	9%	0	0%	4	3%
1 to 3 years	119	15%	0	0%	0	0%	7	30%	85	14%	5	12%	1	11%	21	18%
4 to 6 years	146	18%	1	20%	0	0%	4	17%	113	19%	12	28%	3	33%	13	11%

7 to 10 years	153	19%	0	0%	0	0%	2	9%	119	20%	8	19%	1	11%	23	19%
11 to 15 years	114	14%	0	0%	1	33%	5	22%	82	14%	6	14%	2	22%	18	15%
16 to 20 years	105	13%	1	20%	1	33%	2	9%	85	14%	4	9%	0	0%	12	10%
More than 20 years	99	12%	0	0%	1	33%	2	9%	78	13%	3	7%	2	22%	13	11%
Prefer not to respond	23	3%	1	20%	0	0%	0	0%	5	1%	1	2%	0	0%	16	13%
With which of the following categories [do you/does your child] identify? Select all that apply.	n=3942		n=50		n=46		n=109		n=2379		n=372		n=155		n=831	
White	2,718	69%	0	0%	0	0%	0	0%	2,379	100%	339	91%	0	0%	0	0%
Hispanic or Latin(o/a/x)	300	8%	0	0%	0	0%	109	100%	0	0%	191	51%	0	0%	0	0%
Asian	164	4%	50	100%	0	0%	0	0%	0	0%	114	31%	0	0%	0	0%
Black or African American	106	3%	0	0%	46	100%	0	0%	0	0%	60	16%	0	0%	0	0%
American Indian or Alaskan Native	70	2%	0	0%	0	0%	0	0%	0	0%	70	19%	0	0%	0	0%
Middle Eastern or North African	23	1%	0	0%	0	0%	0	0%	0	0%	23	6%	0	0%	0	0%
Native Hawaiian or Pacific Islander	27	1%	0	0%	0	0%	0	0%	0	0%	27	7%	0	0%	0	0%
Not listed/Prefer to self-describe	193	5%	0	0%	0	0%	0	0%	0	0%	38	10%	155	100%	0	0%
Prefer not to respond	831	21%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	831	100%