

School Quality Surveys

Results and Analysis

School Year: 2021-2022

Montgomery Independent School District



Project Overview

A positive learning environment is an essential component of successful and effective schools. It is defined as shared beliefs, values, and attitudes that shape interactions between students, teachers, and administrators, while setting the parameters of acceptable behavior and norms for the school.

The Montgomery Independent School District (MISD) School Quality Surveys asked parents/guardians, campus-based staff, and students in grades 6-12 for feedback on school quality and the learning environment. In addition, the survey asked parents/guardians and all staff members for feedback on the district. Results will be used to inform decisions at the campus and district levels.

K12 *Insight* partnered with district team members to develop the surveys, which addressed the following topics with parents/guardians, campus-based staff, and students:

- Academic Support
- Student Support
- School Leadership
- Family Involvement
- Safety and Behavior
- School Operations

Additional questions were asked of parents/guardians and all staff members about the following topics:

- District bonds
- Communication and customer service
- School board
- District operations
- Likelihood to recommend their school/child's school and MISD
- Employee experience and work environment (staff only)

Details of the Study and Understanding the Results

The parent/guardian and staff surveys were open from Sept. 21 to Oct. 5 and the student survey was open from Sept. 21 to Oct. 8

Email invitations with unique survey links were sent to parents/guardians and staff. Reminders were sent Sept. 24 and 29 and Oct. 3 and 5. Parents/Guardians also could participate via a public link on the district's website. Parents/Guardians with children attending more than one district school could take a shortened survey focusing on campus questions for another school. The parent/guardian survey was translated into Spanish.

Students used their student IDs to access the survey in school.

This report summarizes district-level survey results and breaks them down by parents/guardians, campus-based staff, all staff, and students in grades 6-12.

Results do not reflect random sampling; therefore, they should not be generalized to all Montgomery ISD parents/guardians, staff, and students in grades 6-12. Rather, results reflect only the perceptions and opinions of survey participants. Campus-level reports will be provided separately.

Findings for each item in the report exclude participants who did not answer. In charts and graphs, data labels less than 5 percent are not shown. Percentages may not total 100 due to rounding.

Executive Summary

- Participants rated school quality highly:
 - 93% of parents/guardians rated their child's school as excellent or good
 - 88% of campus-based staff members rated their school as excellent or good
 - 75% of students in grades 6-12 rated their school as excellent or good
- Participants gave some of the highest favorable responses (Strongly Agree or Agree) to items in the Academic Support, Student Support, and Safety & Behavior dimensions:
 - 91% of parents/guardians and 82% of students said their school has high learning standards for students
 - 82% of students said they are challenged by their schoolwork
 - 98% of campus-based staff members and 86% of students said there is a staff member to whom students can go for help with a school problem; 97% of campus-based staff members said the same of a personal problem
 - 90% of parents/guardians and 94% of campus-based staff said their student's school is safe
 - 96% of campus-based staff members and 82% of students said that all staff members are aware of safety and security procedures
- 84% of participating students said their school offers a variety of extracurricular activities compared with 77% of participating parents/guardians and campus-based staff members.
- 87% of participating parents/guardians and 86% of participating students said they were satisfied with the cleanliness of classrooms compared with 73% of participating campus-based staff members. 92% of participating parents/guardians said they were satisfied with the overall cleanliness of their student's school, whereas only 76% of participating campus-based staff members and students said the same of their school.
- The Net Promoter Score® (NPS) gauges stakeholder loyalty by asking how likely they are to recommend their school/district to others. A positive score means more people are promoting the school/district than detracting from it. Participating parents/guardians and campus-based staff members gave high scores for their school and the district. The highest score (57) was from parents/guardians for the district.

Key Performance Indicators (KPI)

Key Performance Indicator		Parents/Guardians (N=3,342)	Staff (N=664)	Students (Gr. 6-12) (N=2,996)
Goal 2	Parents/Guardians, staff members, and students satisfied with the district police department	96%	96%	75%
	Parents/Guardians, campus-based staff members, and students reporting experiencing a safe and secure school environment	90%	94%	73%
	Students reporting that their social and emotional needs are being met by their school	—	—	71%*
Goal 3	Staff members satisfied with the district Technology Department	—	77%	—
	Parents/Guardians satisfied with the Transportation Department	87%	—	—
	Parents/Guardians, staff members, and students satisfied with the Child Nutrition Department	88%	84%	53%
	Staff members satisfied with the Maintenance Department	—	90%	—
Goal 4	Staff members reporting a strong district culture	—	85%**	—
	Staff members who would recommend the district as a positive place to work	—	85%	—

*This number represents the Strongly Agree or Agree responses for all items within the Student Support dimension.

** This number represents the Strongly Agree or Agree responses for all items related to positive work culture.

Key Performance Indicators (KPI) (Continued)

Key Performance Indicator		Parents/Guardians (N=3,342)	Staff (N=664)	Students (Gr. 6-12) (N=2,996)
Goal 4 (Continued)	Staff members who said they believe the district offers quality professional development opportunities	—	69%	—
	Staff members reporting that they receive relevant job-embedded professional development	—	74%	—
	Staff members who said they believe the district offers quality professional development opportunities	—	69%	—
Goal 5	Parents/Guardians and staff members reporting satisfaction with frequency and clarity of district communication	93%*	95%*	—
	Parents/Guardians and staff members reporting that district communication is transparent	84%	85%	—
	Parents/Guardians and staff members reporting satisfaction with the district's customer service	91%	89%	—

*This number represents the average of Very Satisfied and Satisfied responses for the two survey items related to frequency and clarity of MISD communication.

Participation

Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate (%)	Public-access Link Responses	Total Responses
Parents/Guardians	7,624	1,833	39%*	1,509**	3,342
Staff	1,299	664	51%	—	664
Students (Gr. 6-12)	5,350	2,996	56%	—	2,996

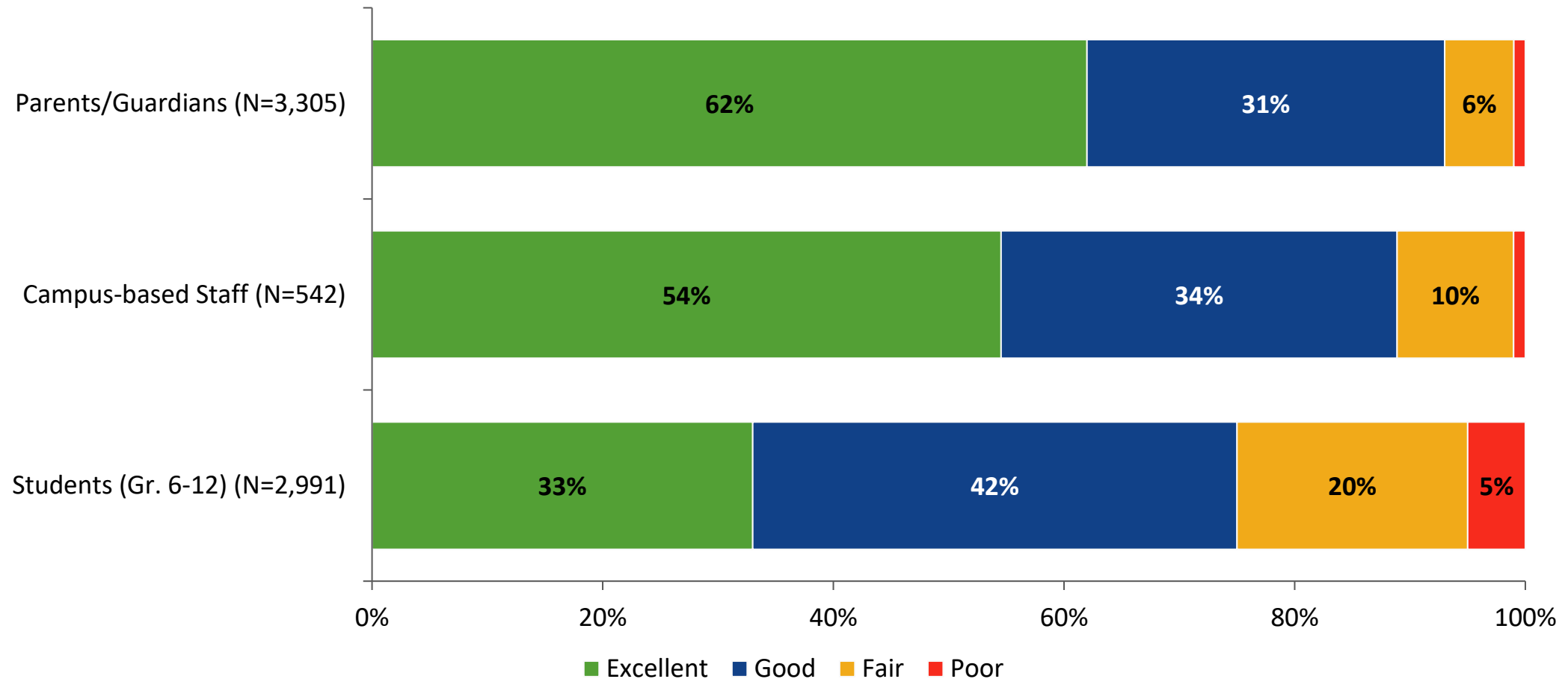
Language of Participation for Parents/Guardians	Total Responses
English	3,295
Spanish	47

*Participants who took the survey again are not calculated in the response rate.

7 **This number includes 392 participants with children attending more than one district school who took the survey for each school.

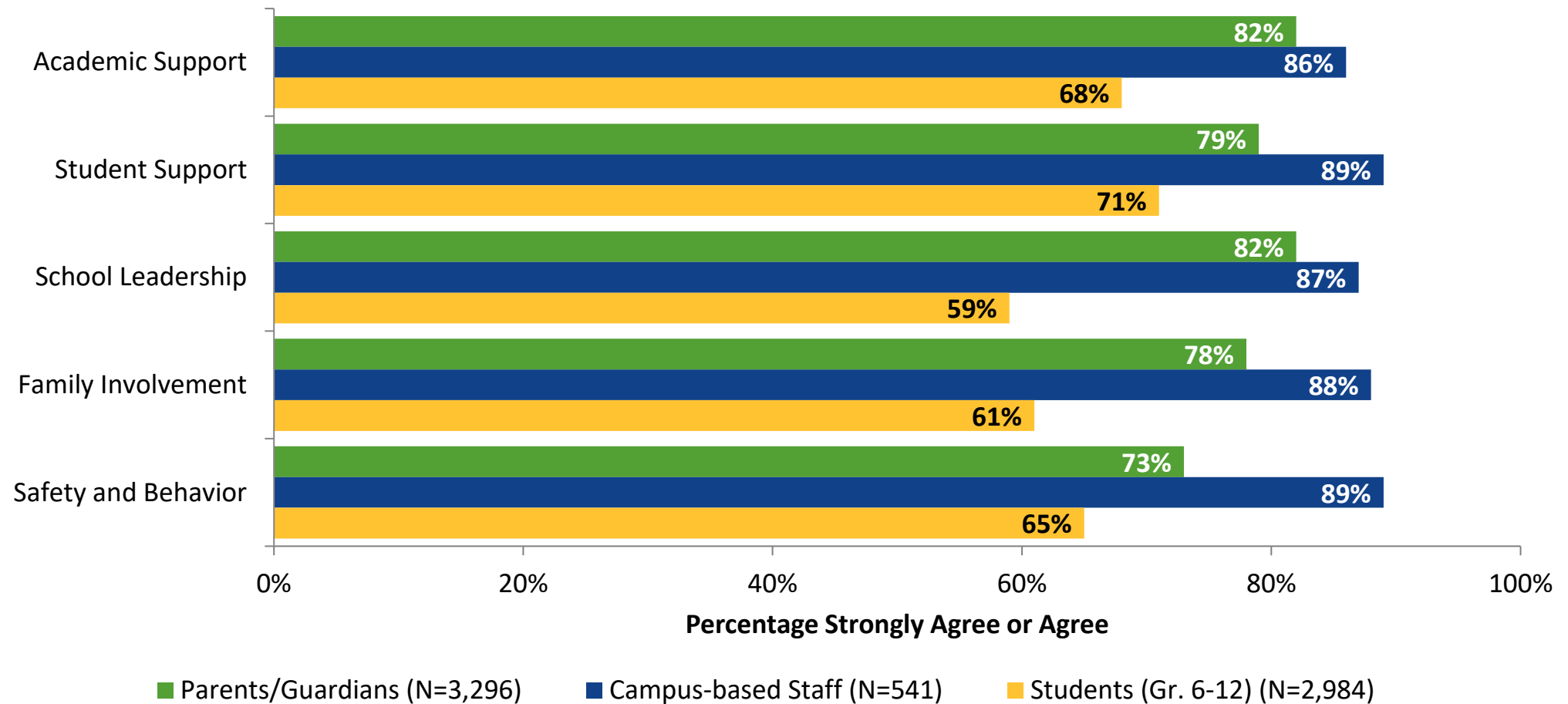
Overall School Quality: Comparison by Participant Group

How would you rate the overall quality of your student's/your school?



School Quality Dimensions

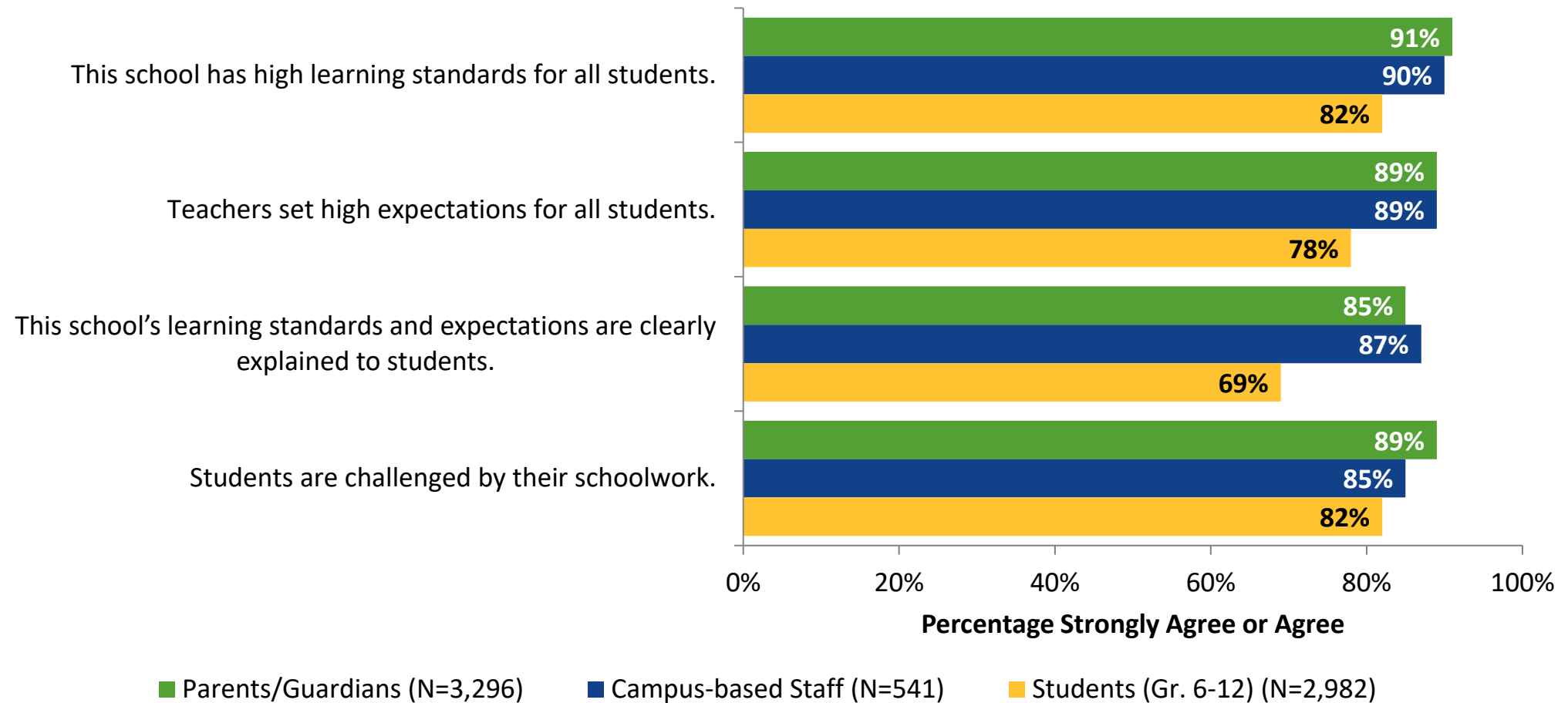
Dimension Scores: Comparison by Participant Group



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know
Note: This graph shows Strongly Agree or Agree responses for all items within each dimension.

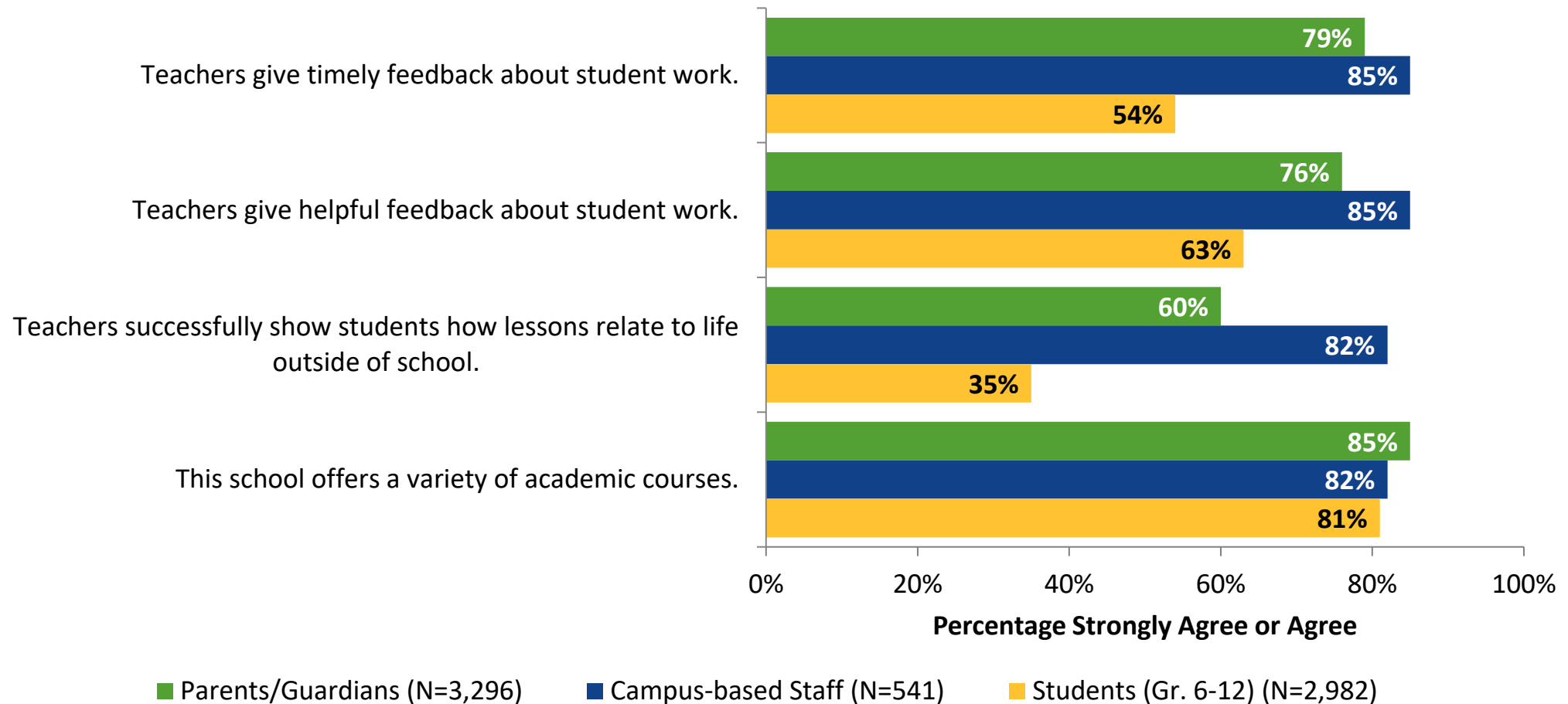
Academic Support: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



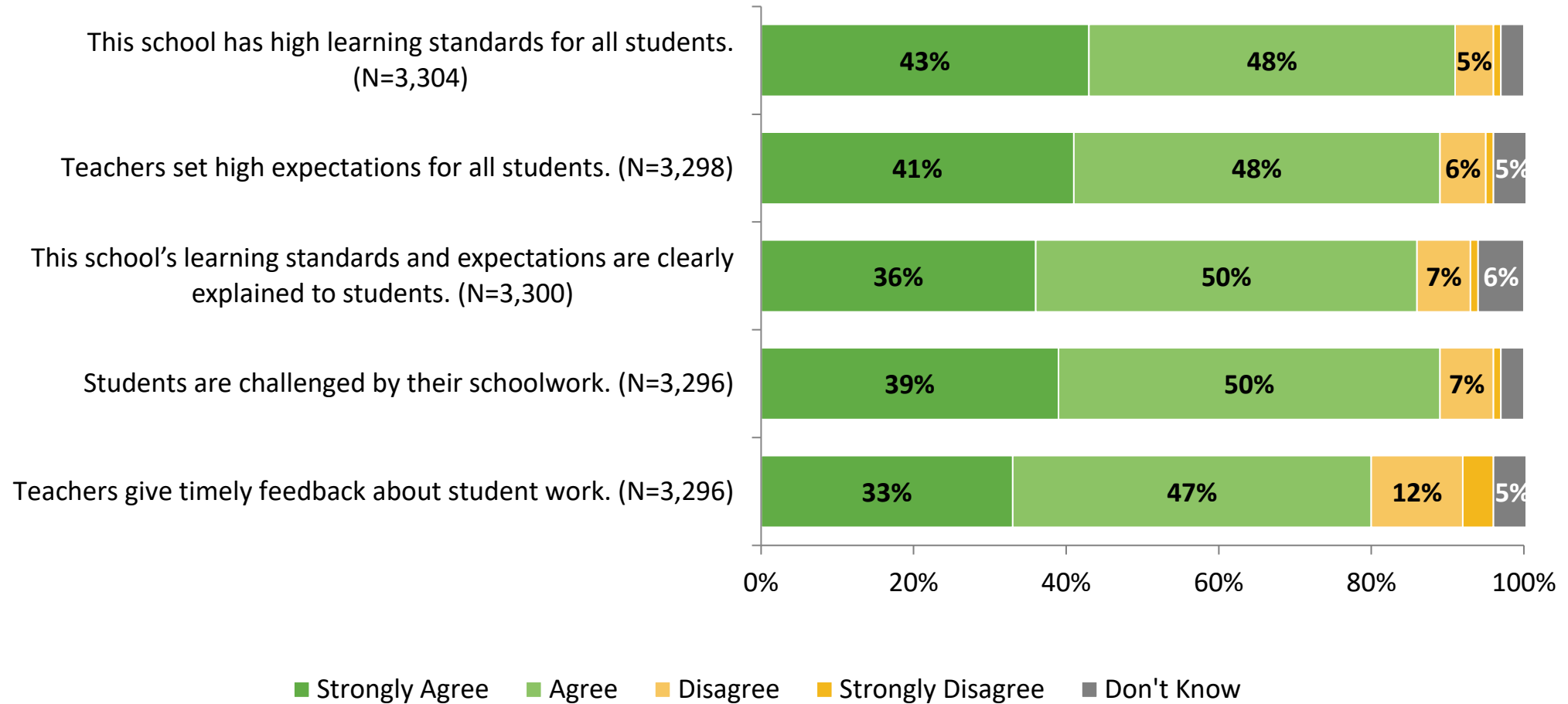
Academic Support: Comparison by Participant Group (Continued)

How strongly do you agree or disagree with the following statements?



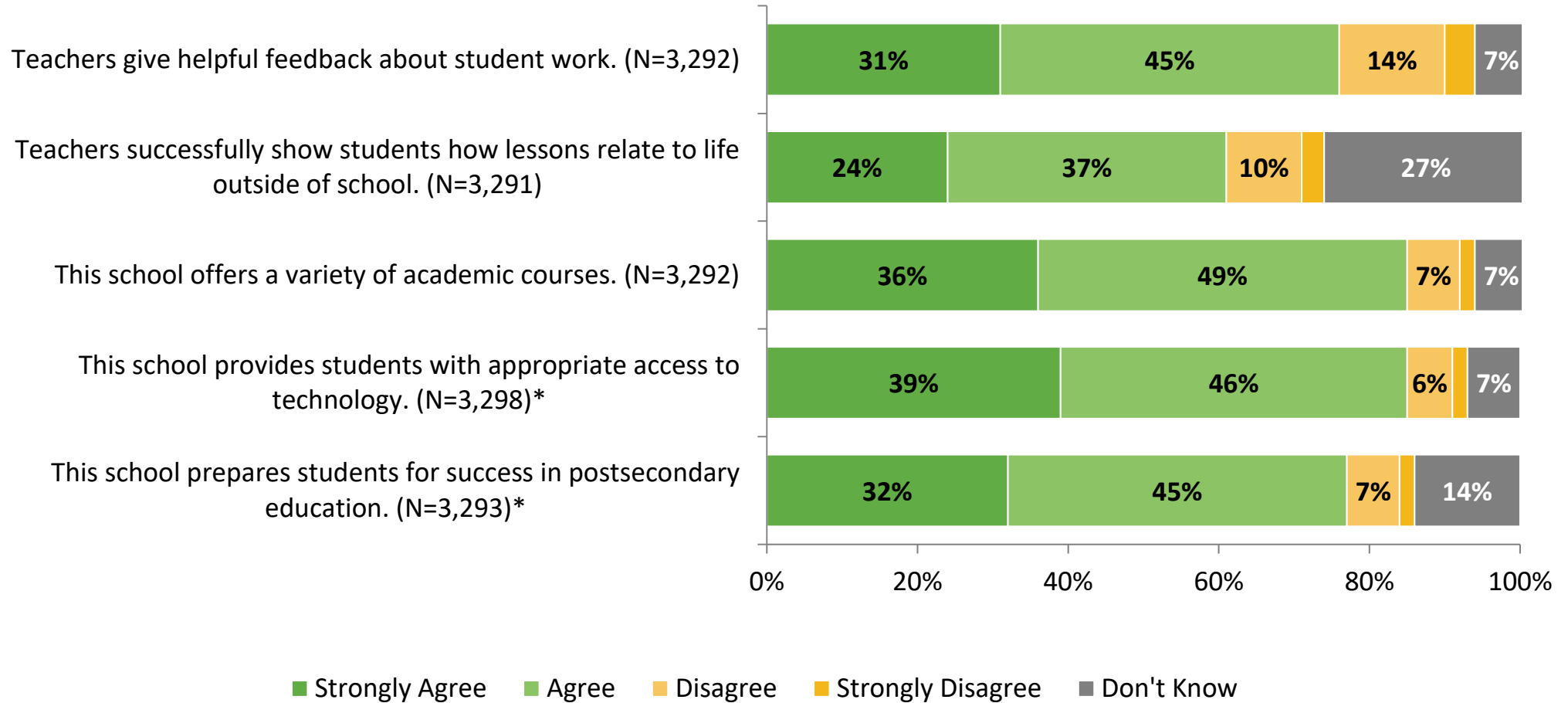
Academic Support

How strongly do you agree or disagree with the following statements?



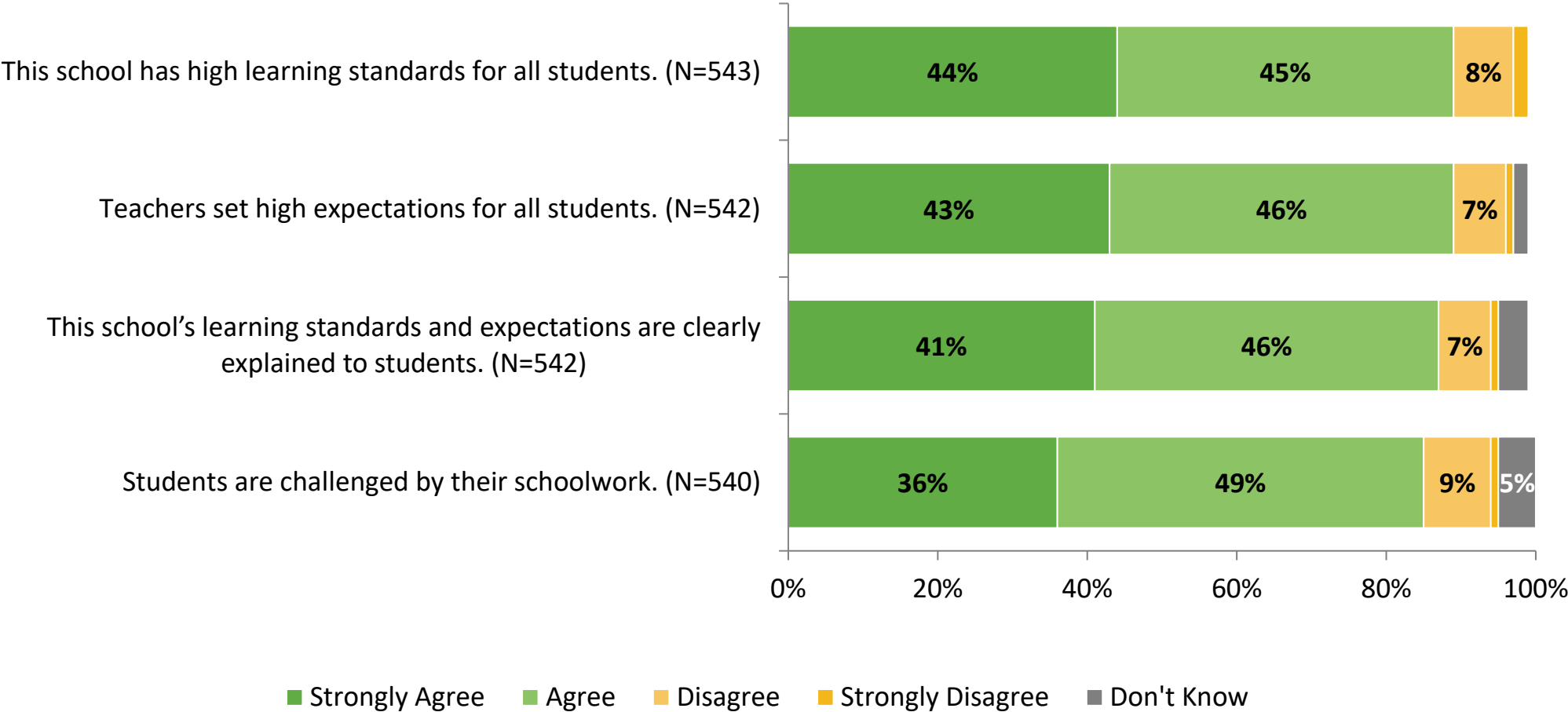
Academic Support (Continued)

How strongly do you agree or disagree with the following statements?



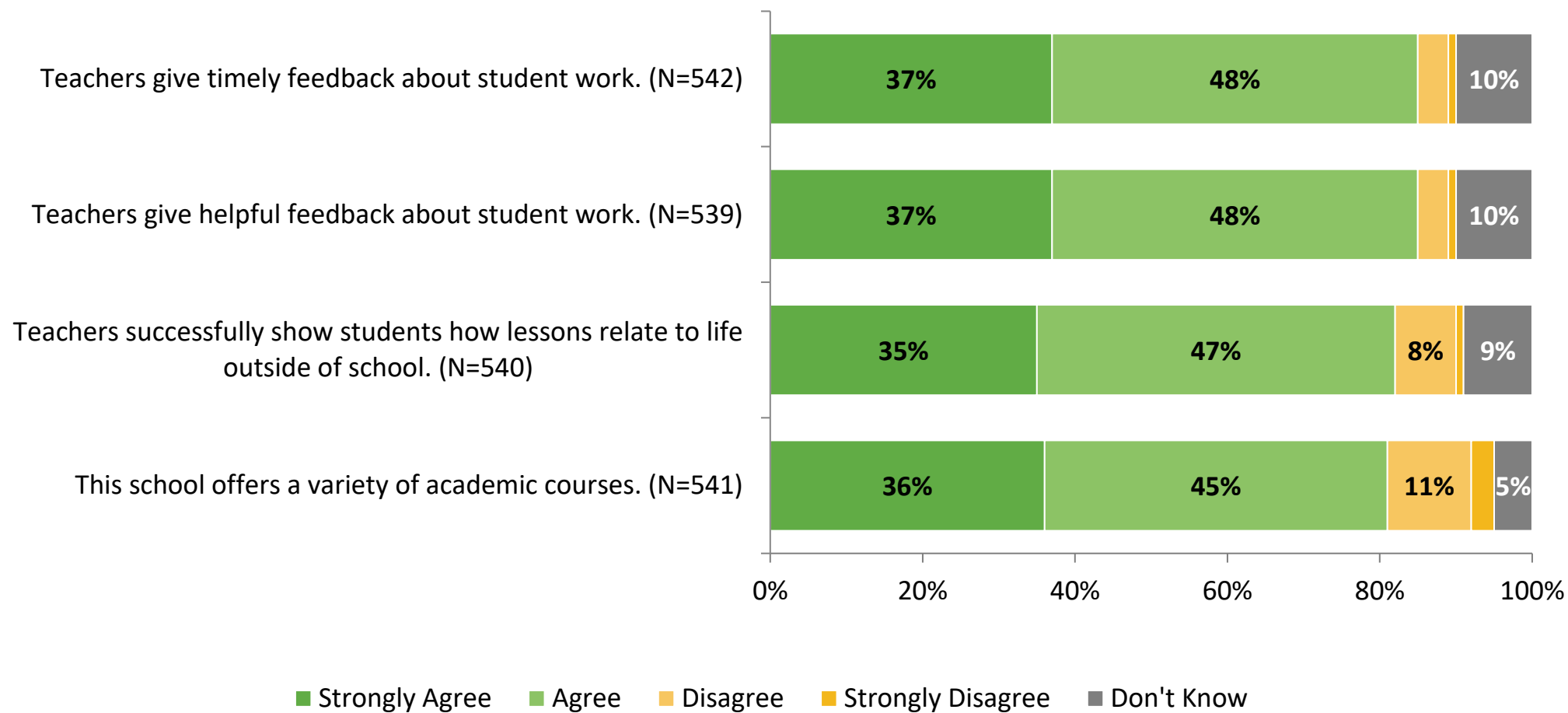
Academic Support

How strongly do you agree or disagree with the following statements?



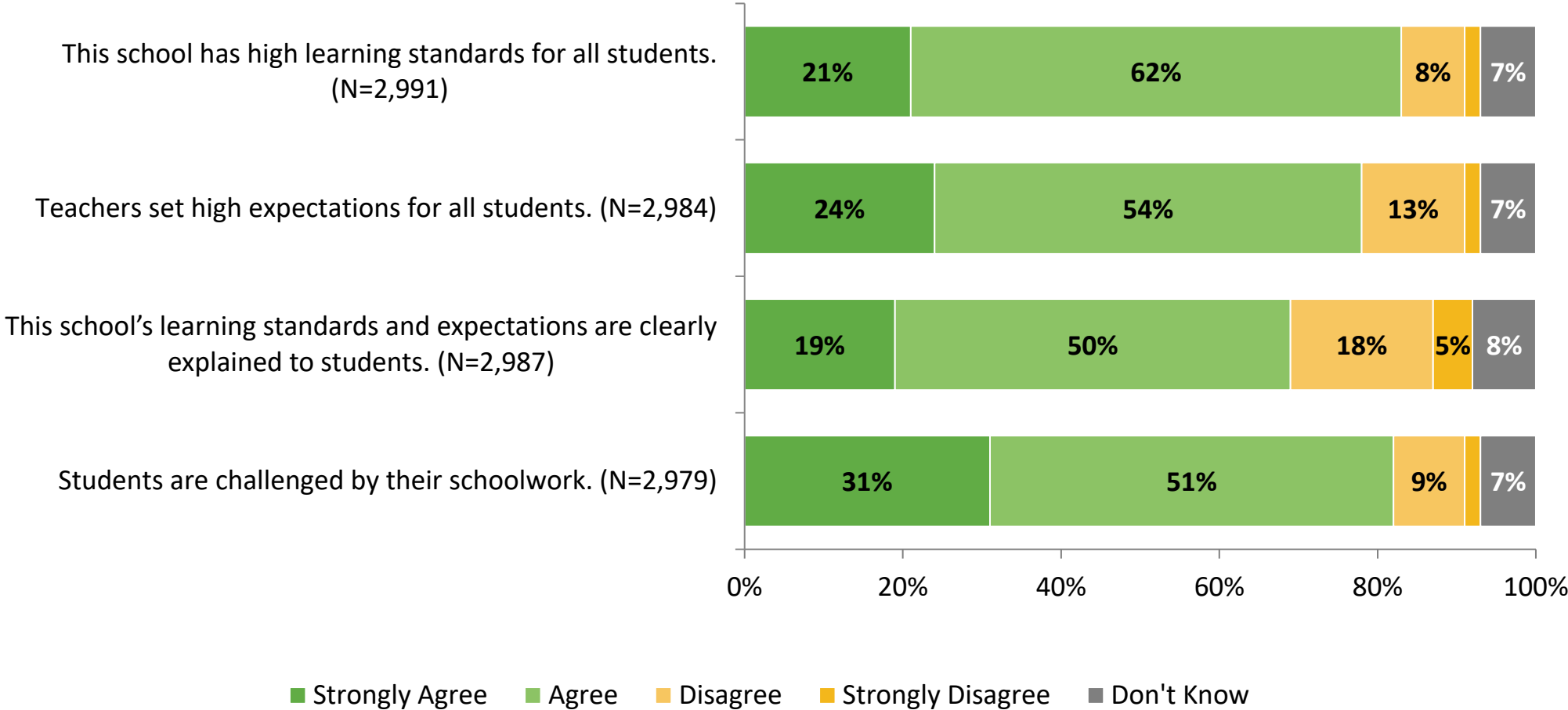
Academic Support (Continued)

How strongly do you agree or disagree with the following statements?



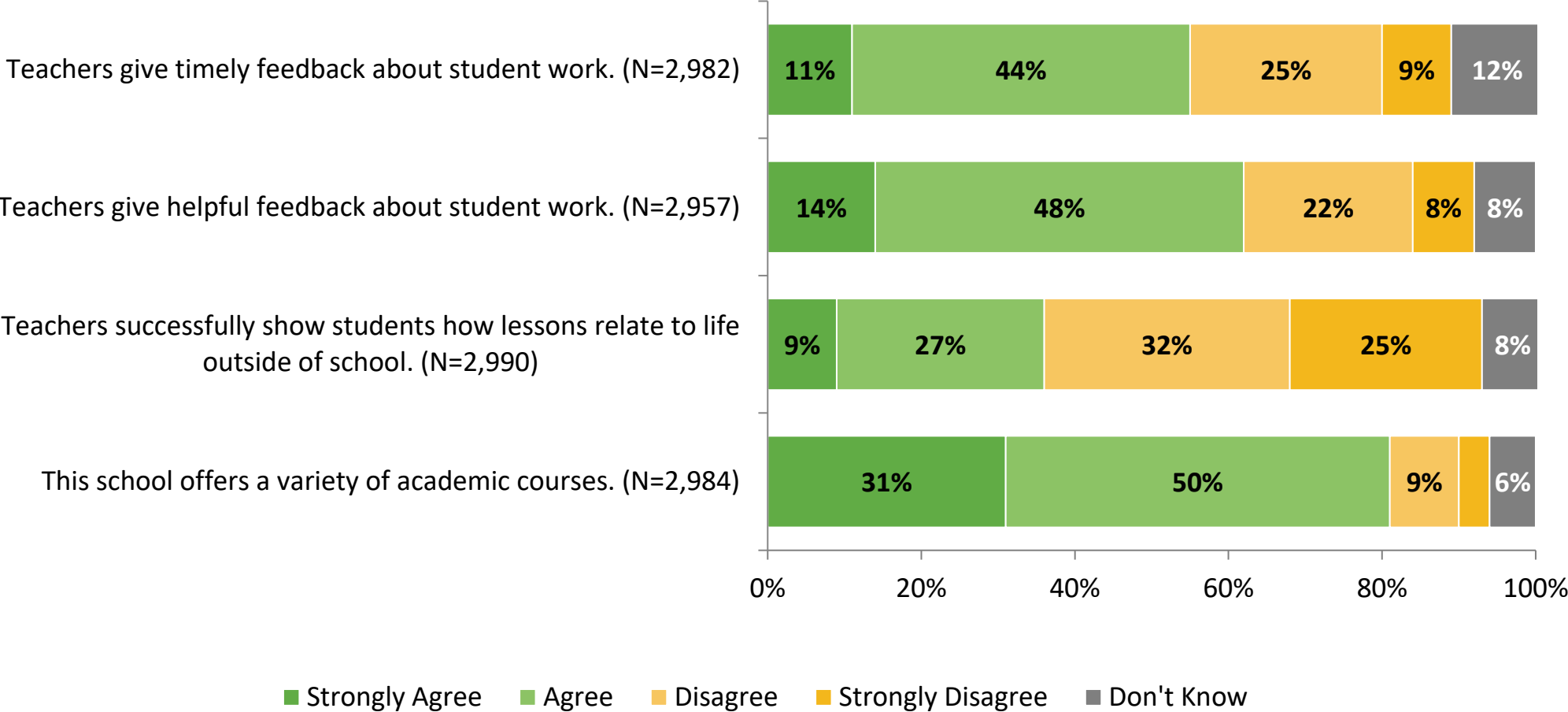
Academic Support

How strongly do you agree or disagree with the following statements?



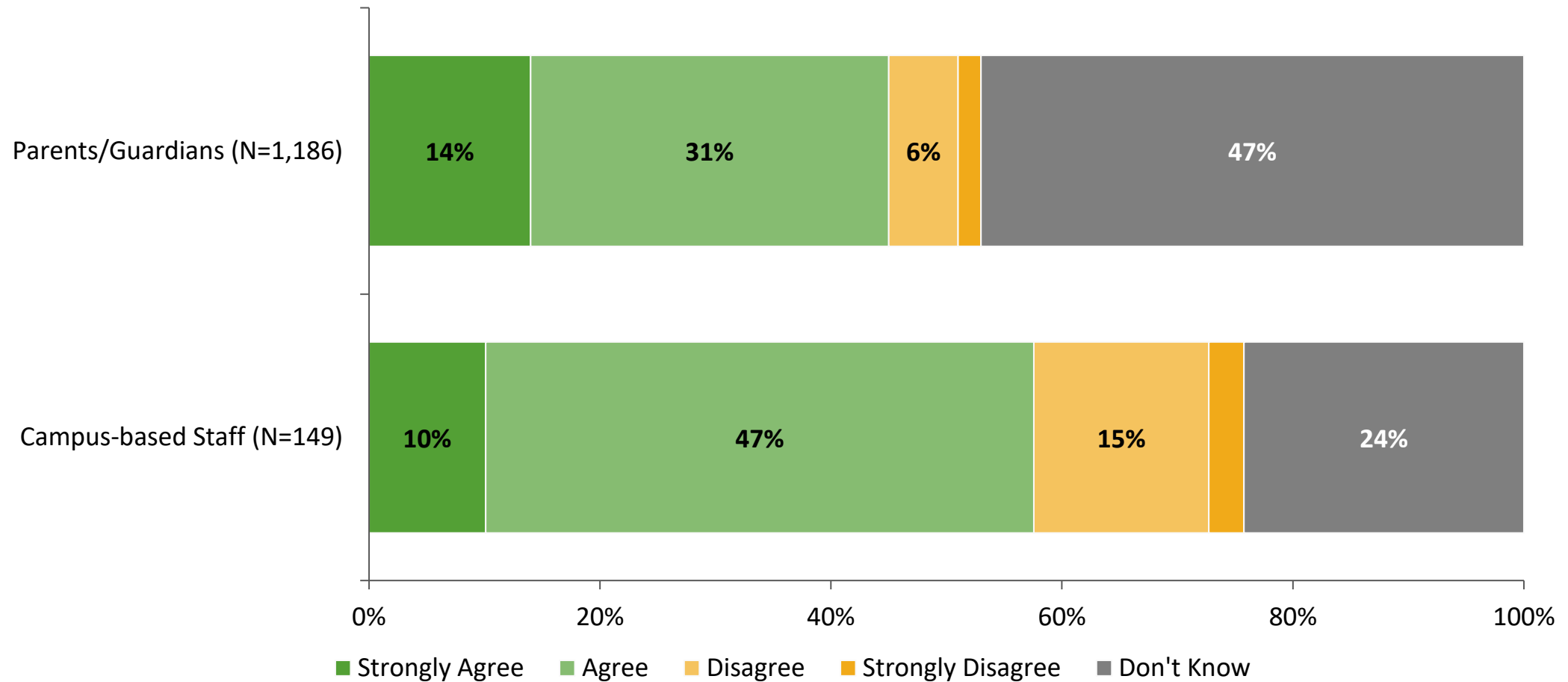
Academic Support (Continued)

How strongly do you agree or disagree with the following statements?



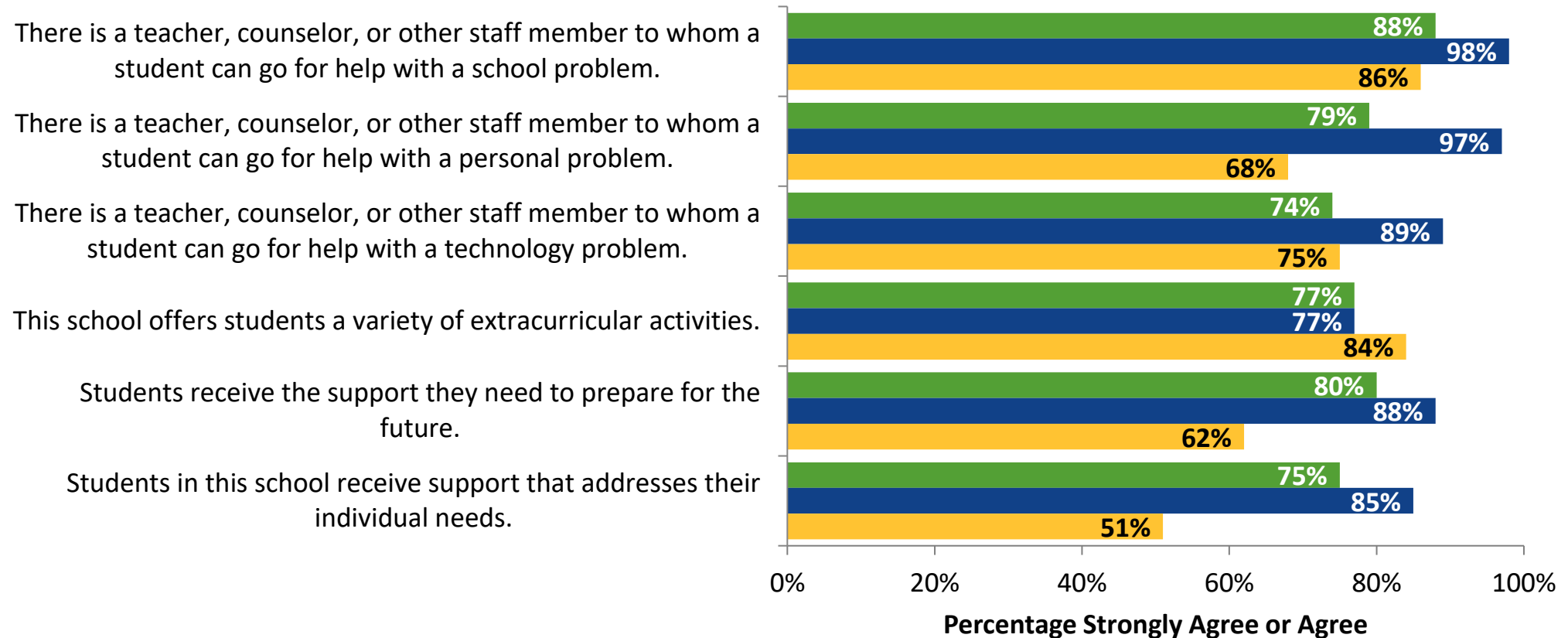
Advanced Courses: Comparison by Participant Group

How strongly do you agree or disagree with the following statement? This school increases the number of students enrolled in Advanced Placement and dual-credit courses.



Student Support: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



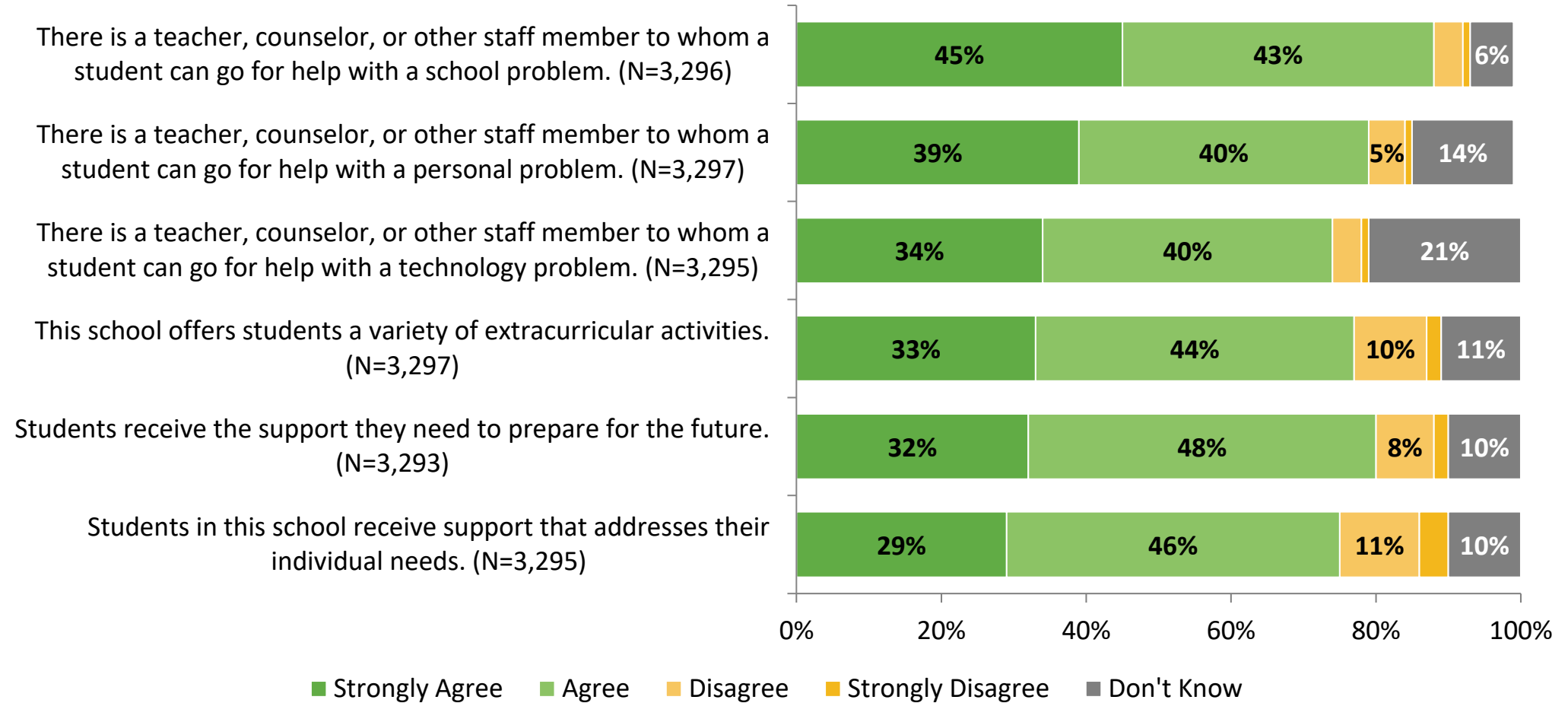
■ Parents/Guardians (N=3,296)

■ Campus-based Staff (N=540)

■ Students (Gr. 6-12) (N=2,989)

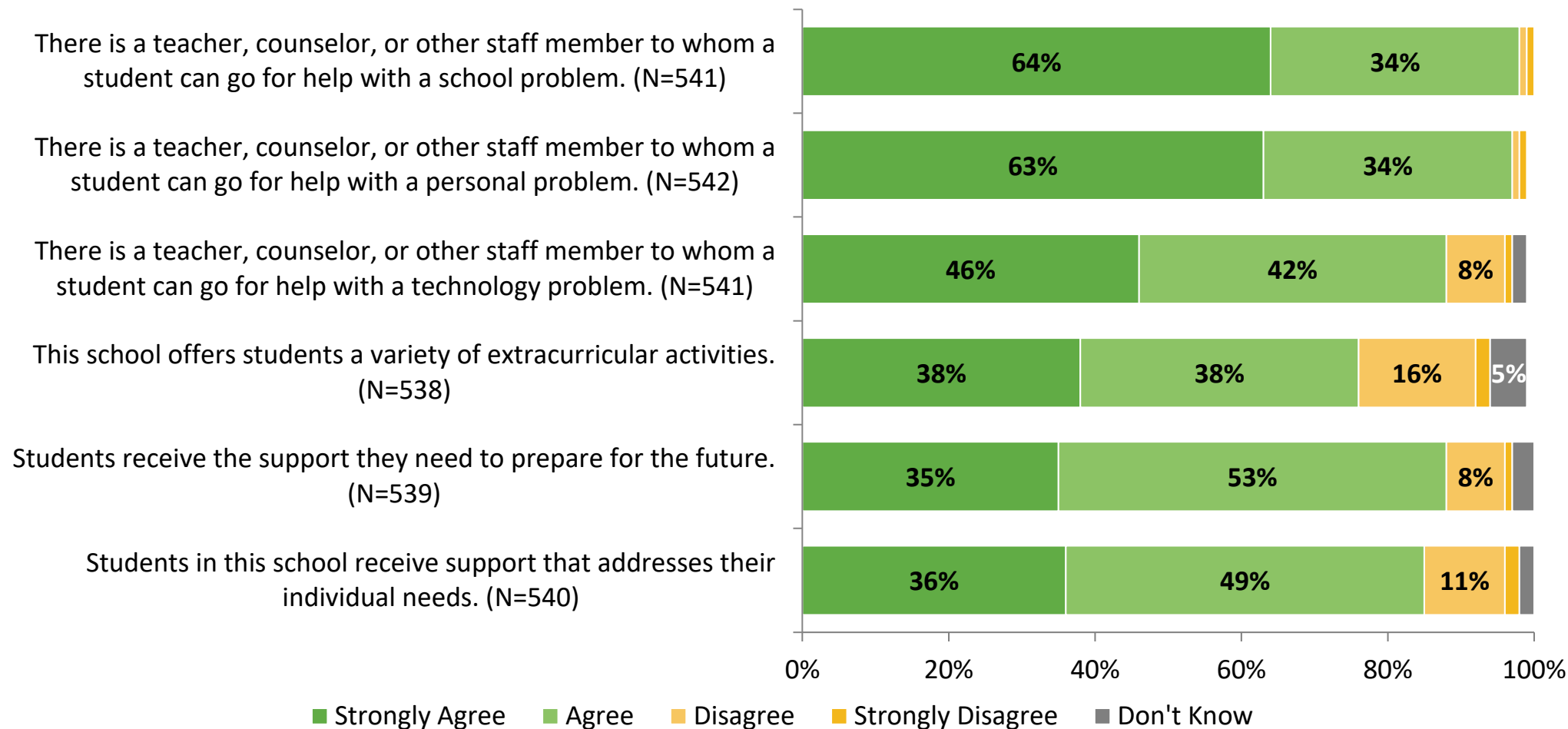
Student Support

How strongly do you agree or disagree with the following statements?



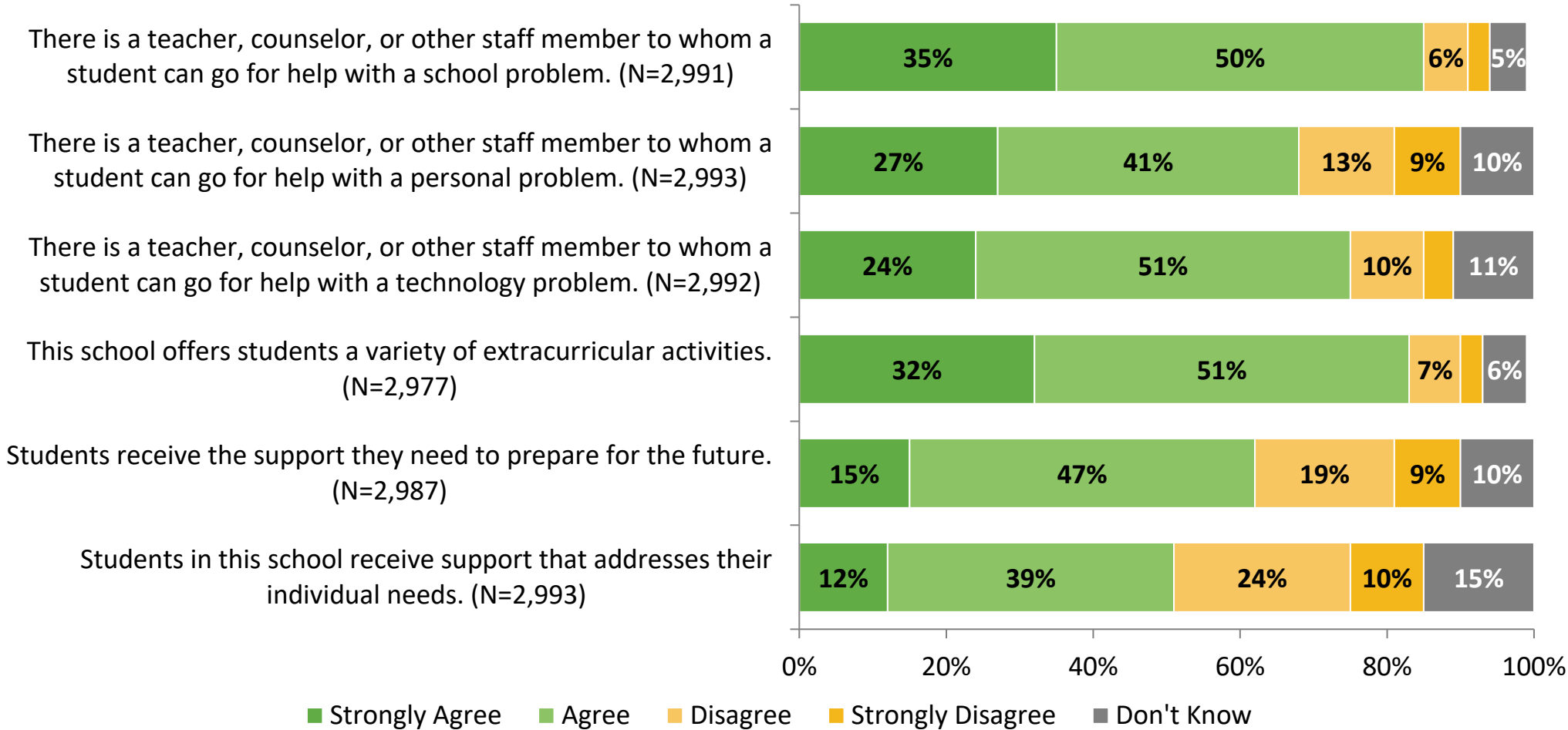
Student Support

How strongly do you agree or disagree with the following statements?



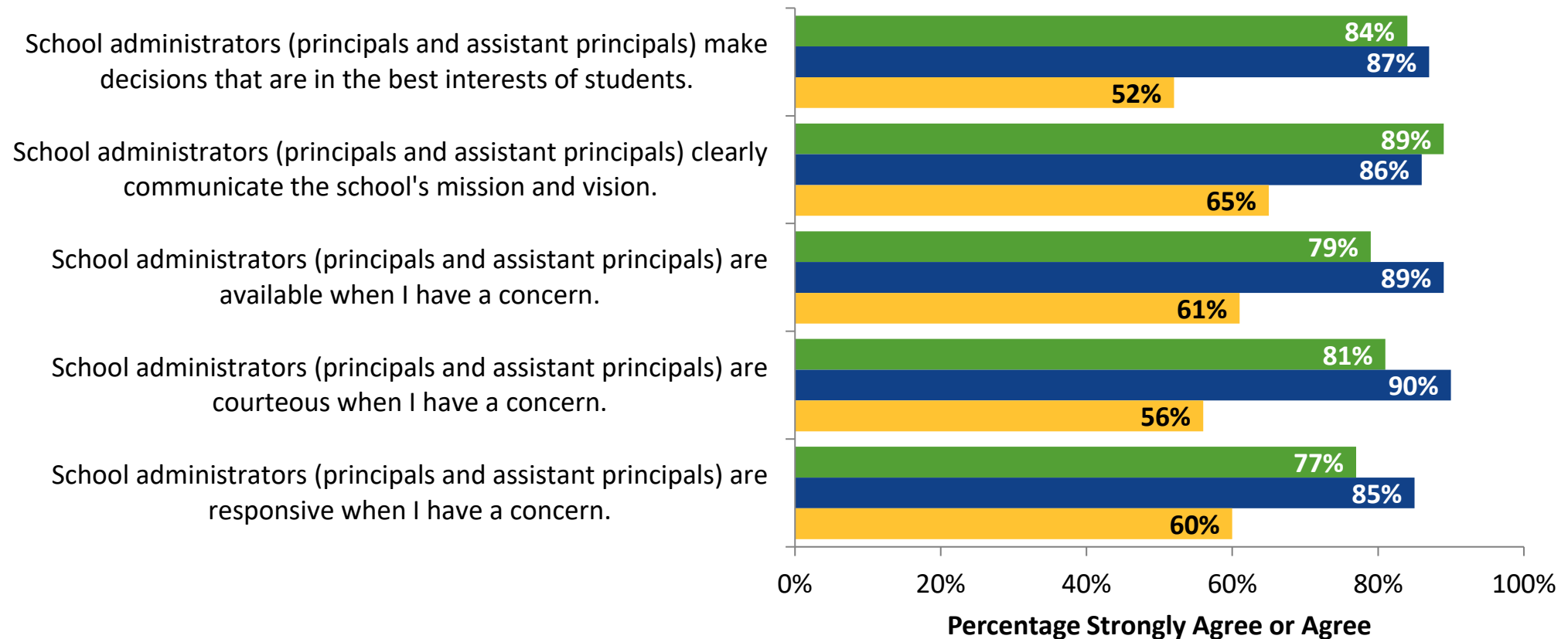
Student Support

How strongly do you agree or disagree with the following statements?



School Leadership: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



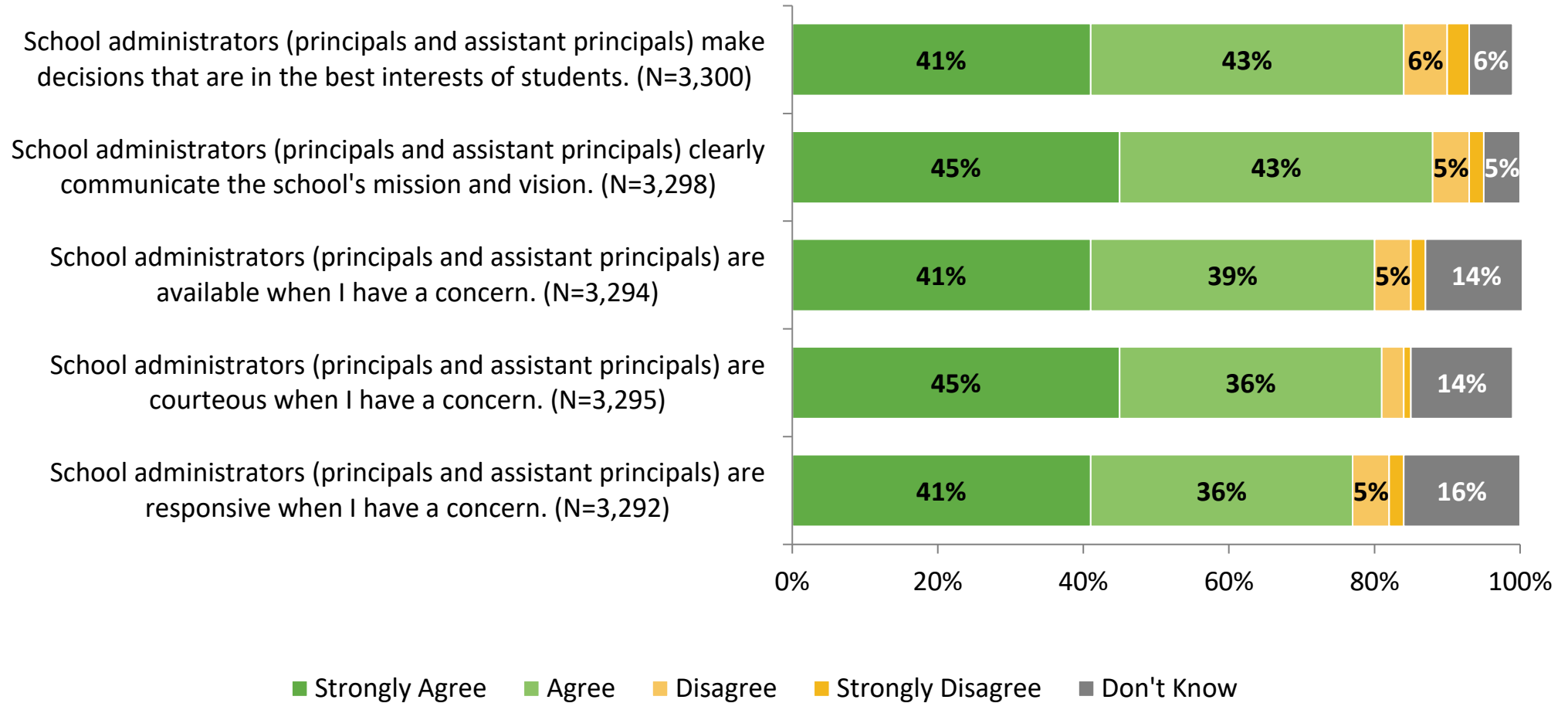
■ Parents/Guardians (N=3,296)

■ Campus-based Staff (N=542)

■ Students (Gr. 6-12) (N=2,989)

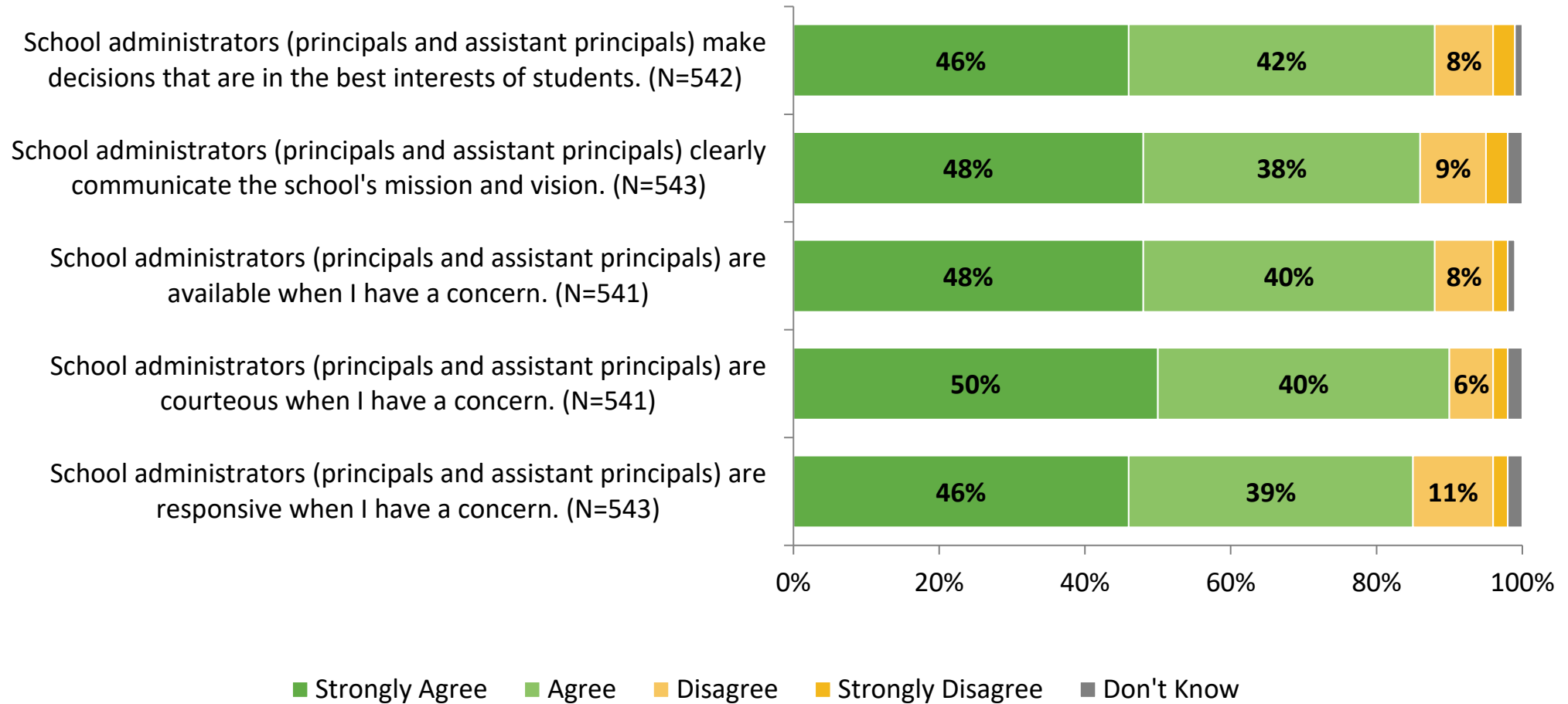
School Leadership

How strongly do you agree or disagree with the following statements?



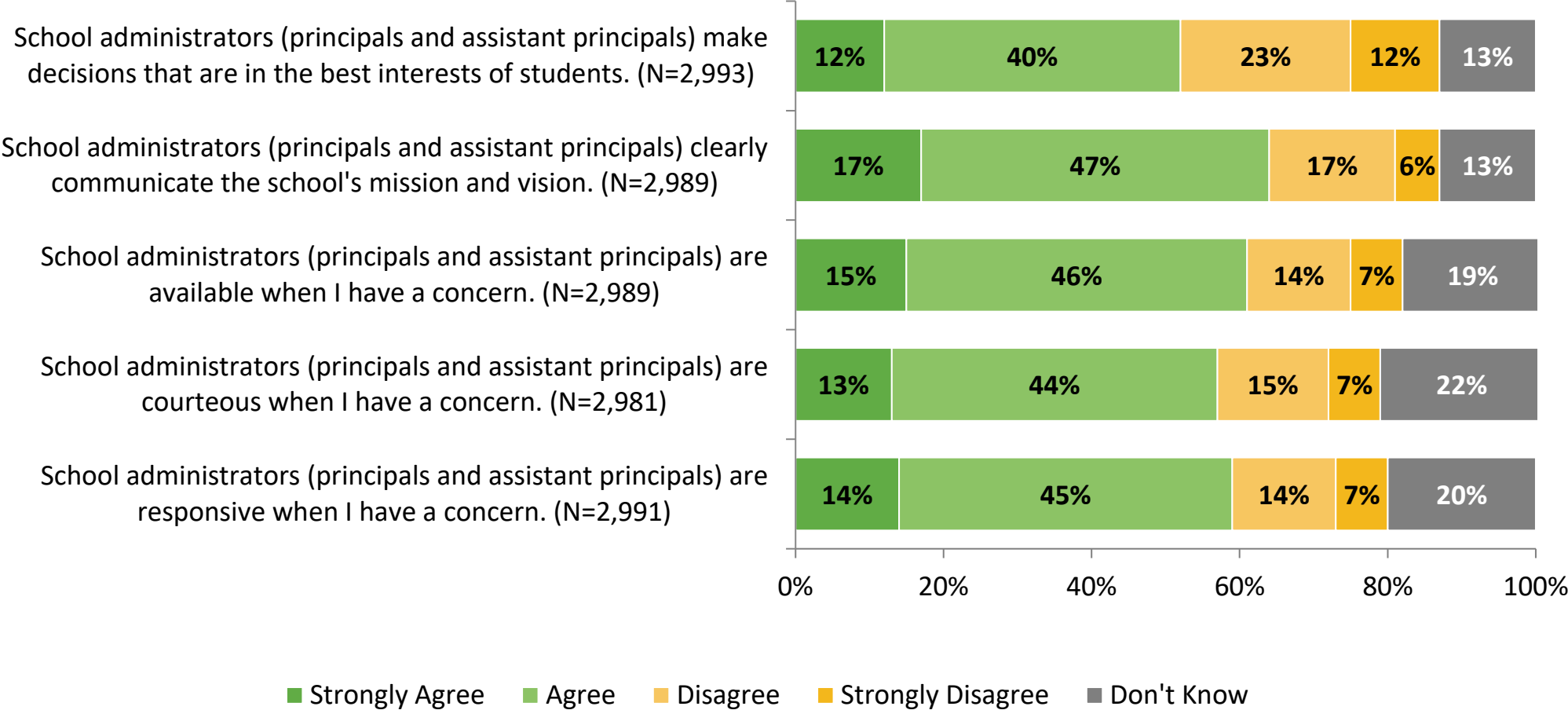
School Leadership

How strongly do you agree or disagree with the following statements?



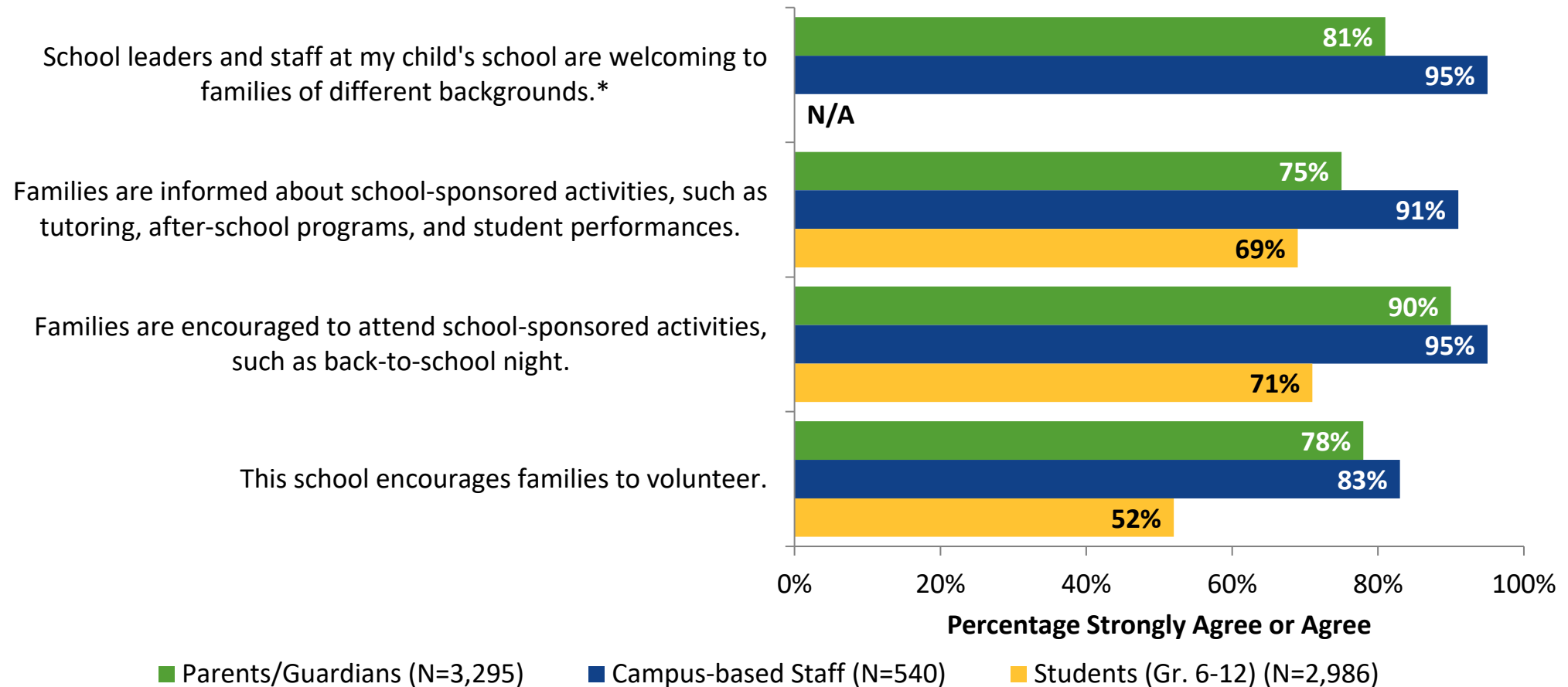
School Leadership

How strongly do you agree or disagree with the following statements?



Family Involvement: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



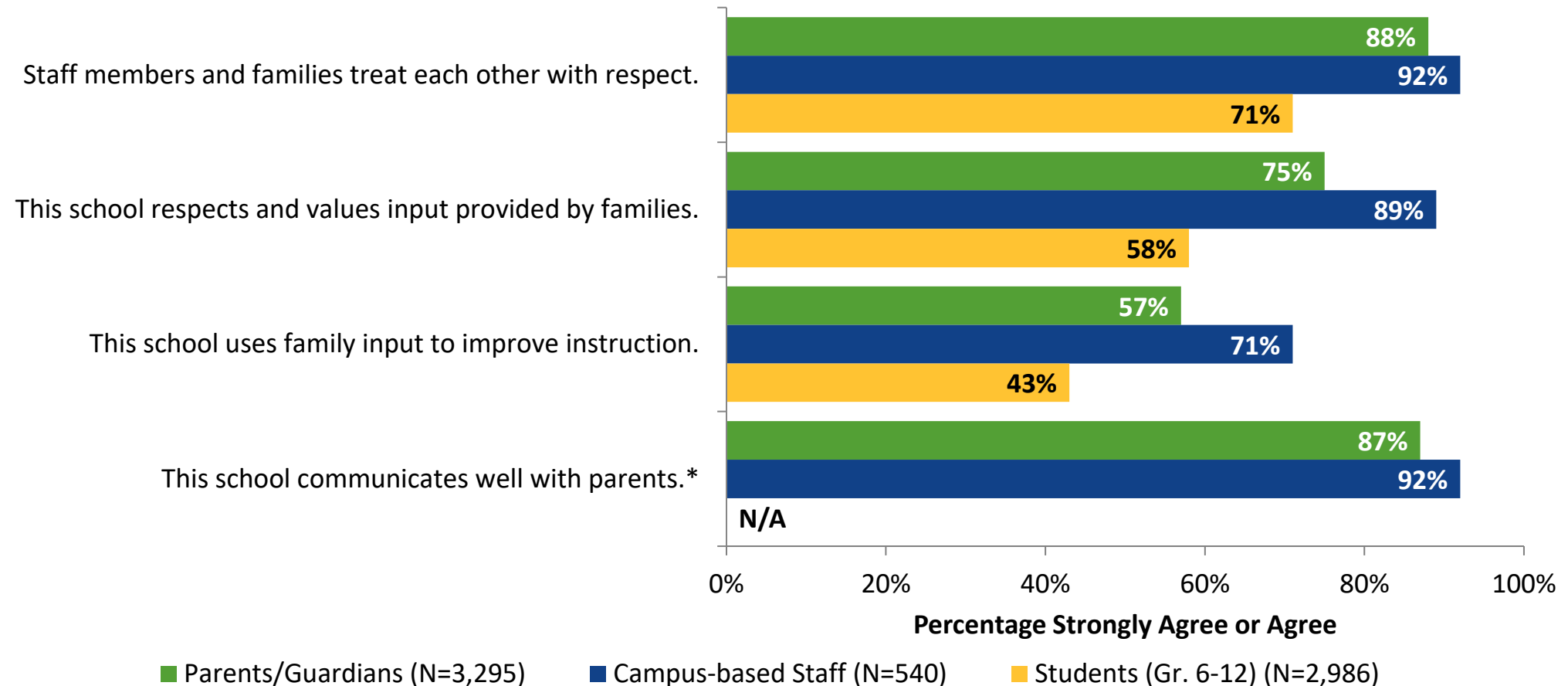
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

*Only parents/guardians and campus-based staff answered this question.

Note: The text varies slightly for each survey. This wording is from the parent survey.

Family Involvement: Comparison by Participant Group (Continued)

How strongly do you agree or disagree with the following statements?



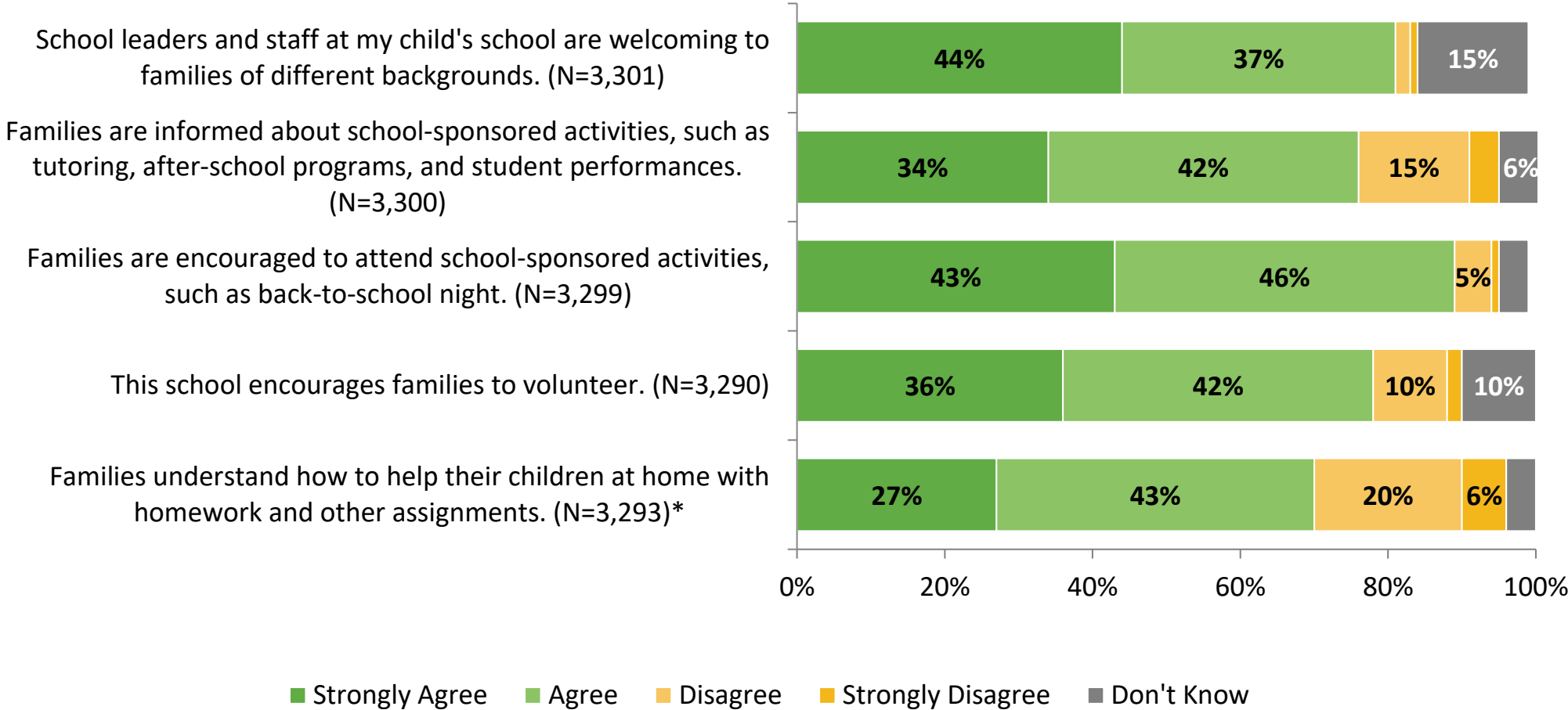
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

*Only parents/guardians and campus-based staff answered this question.

Note: The text varied slightly for each survey. This wording is from the parent survey.

Family Involvement

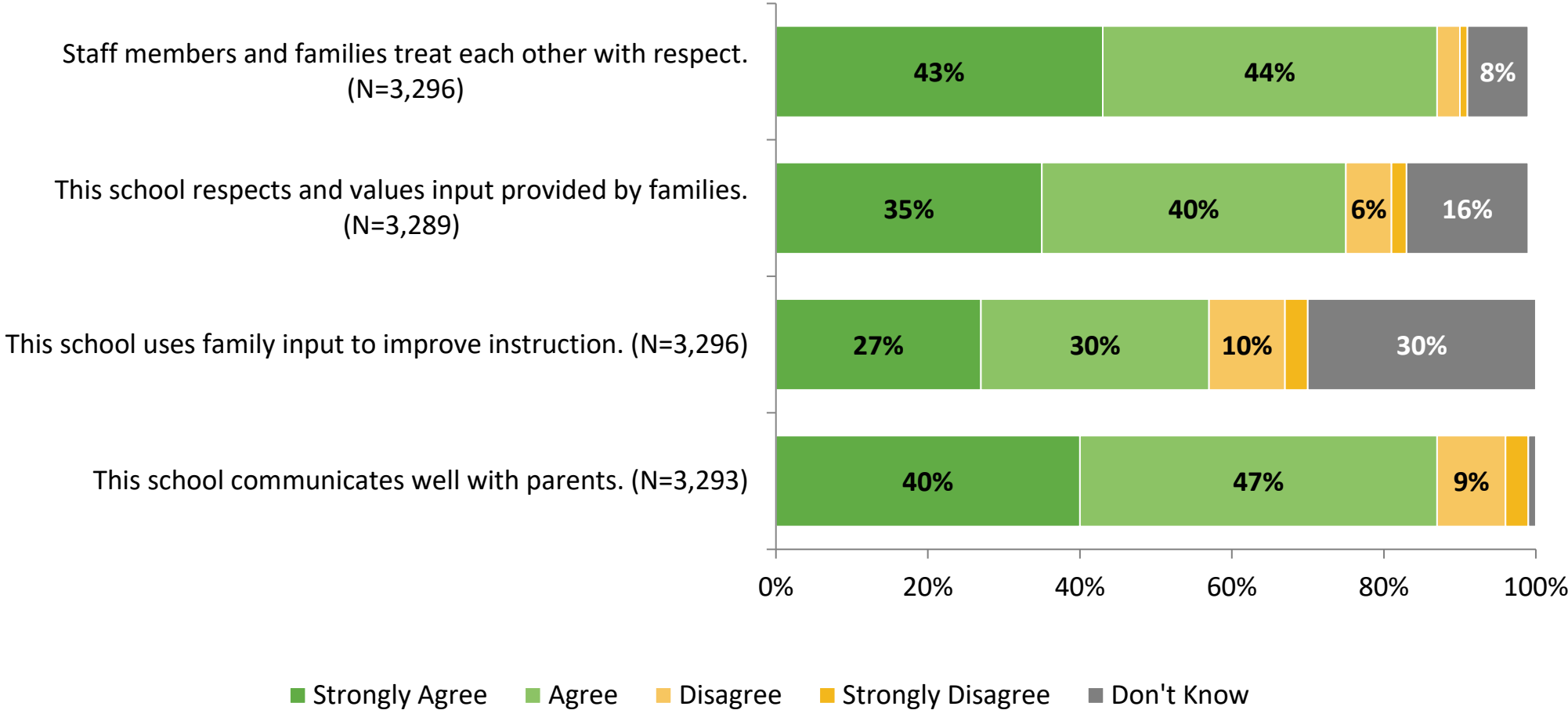
How strongly do you agree or disagree with the following statements?



*Only parents/guardians answered this question.

Family Involvement (Continued)

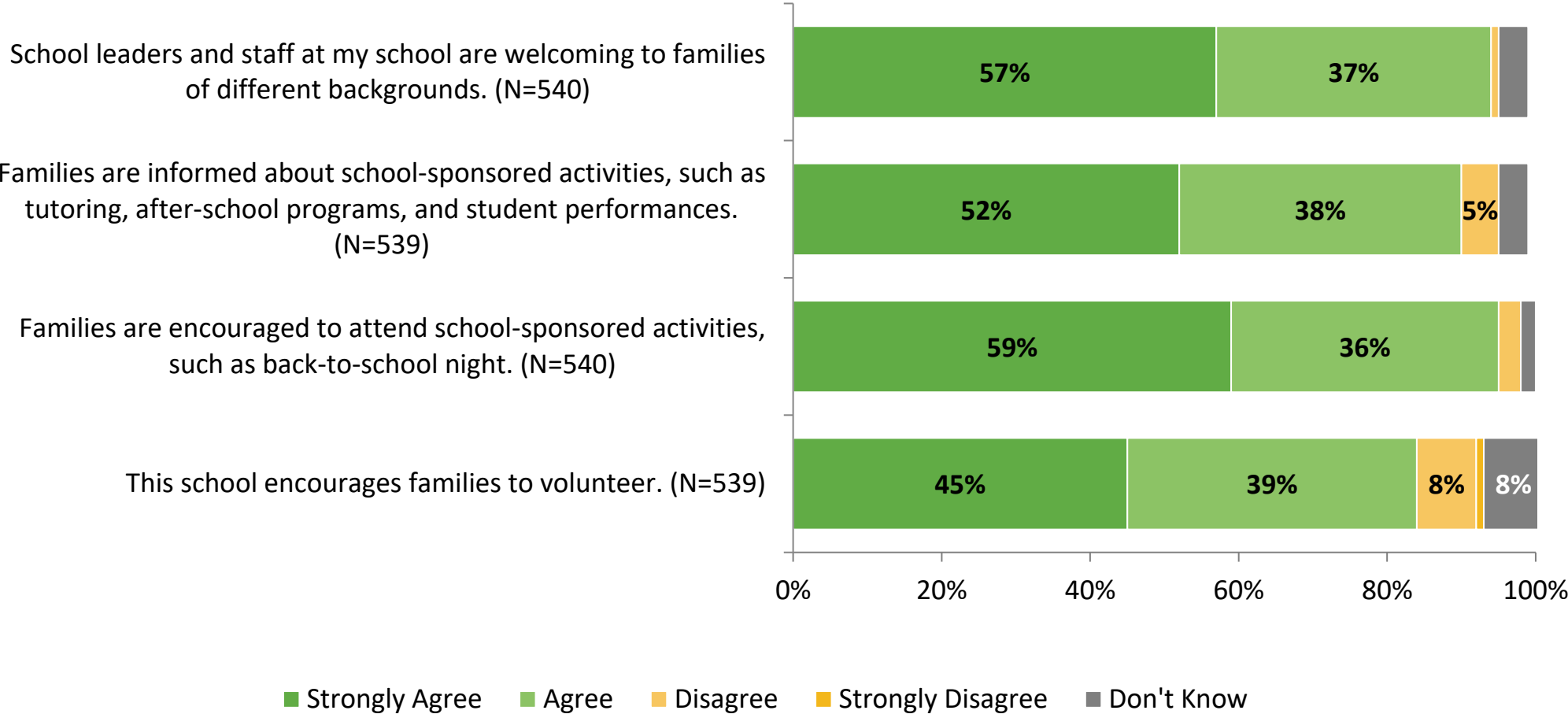
How strongly do you agree or disagree with the following statements?



**Only parents/guardians answered this question.*

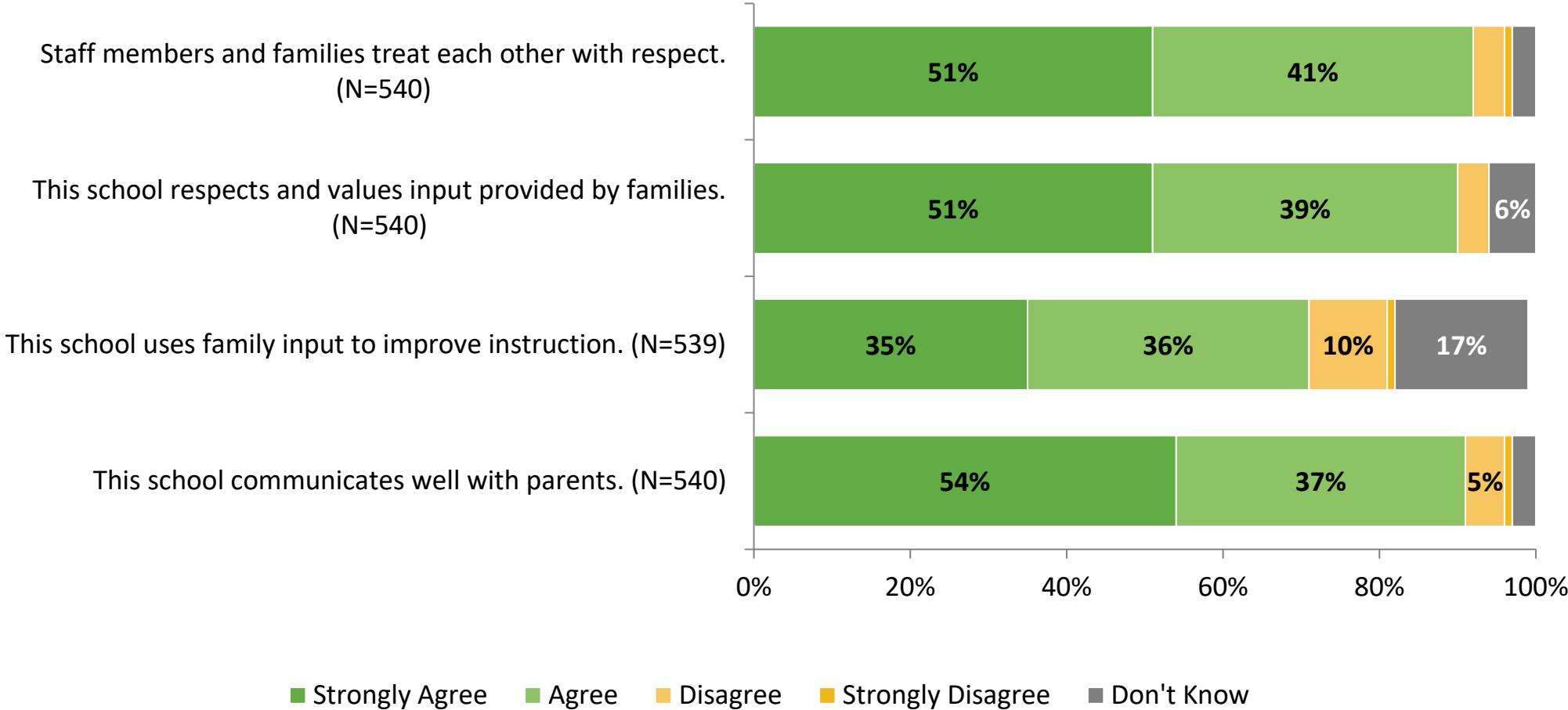
Family Involvement

How strongly do you agree or disagree with the following statements?



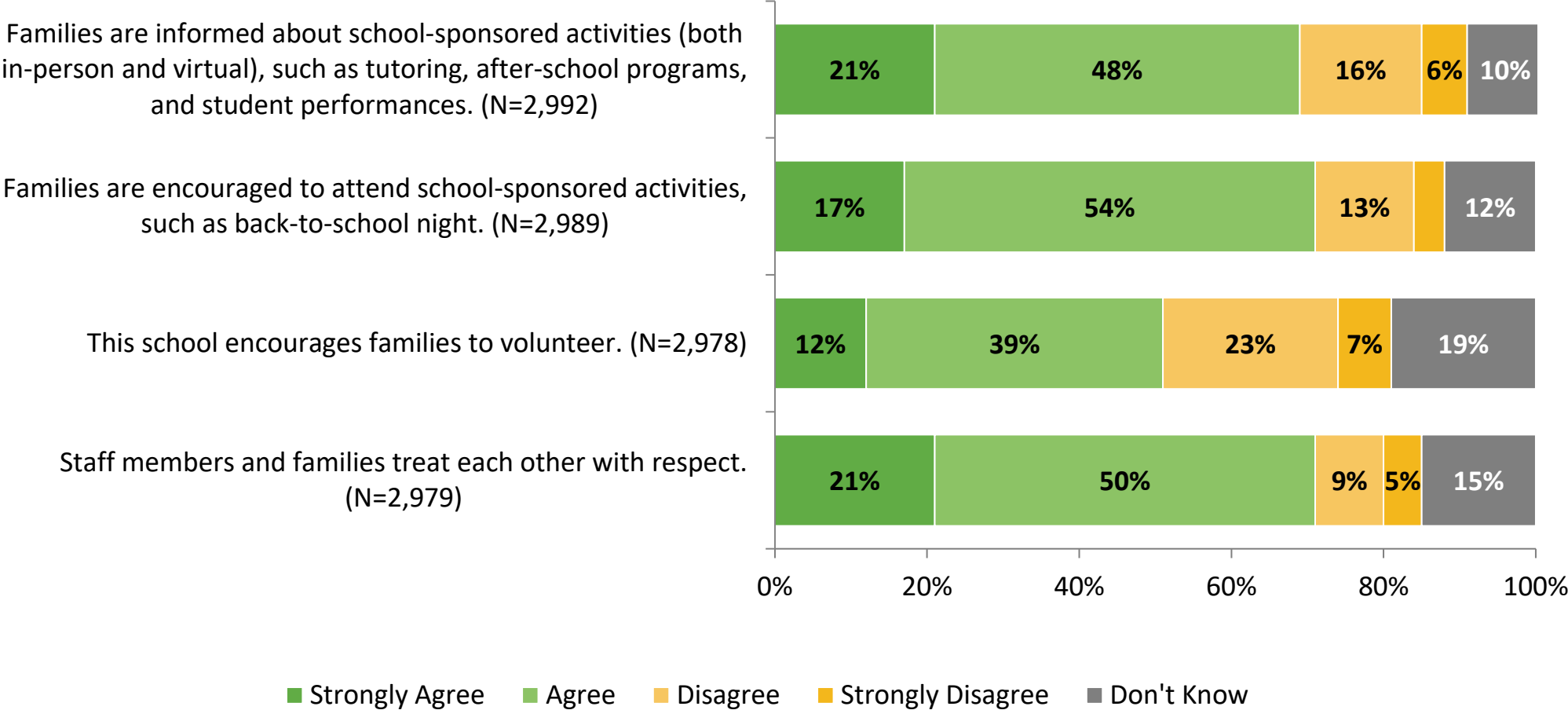
Family Involvement (Continued)

How strongly do you agree or disagree with the following statements?



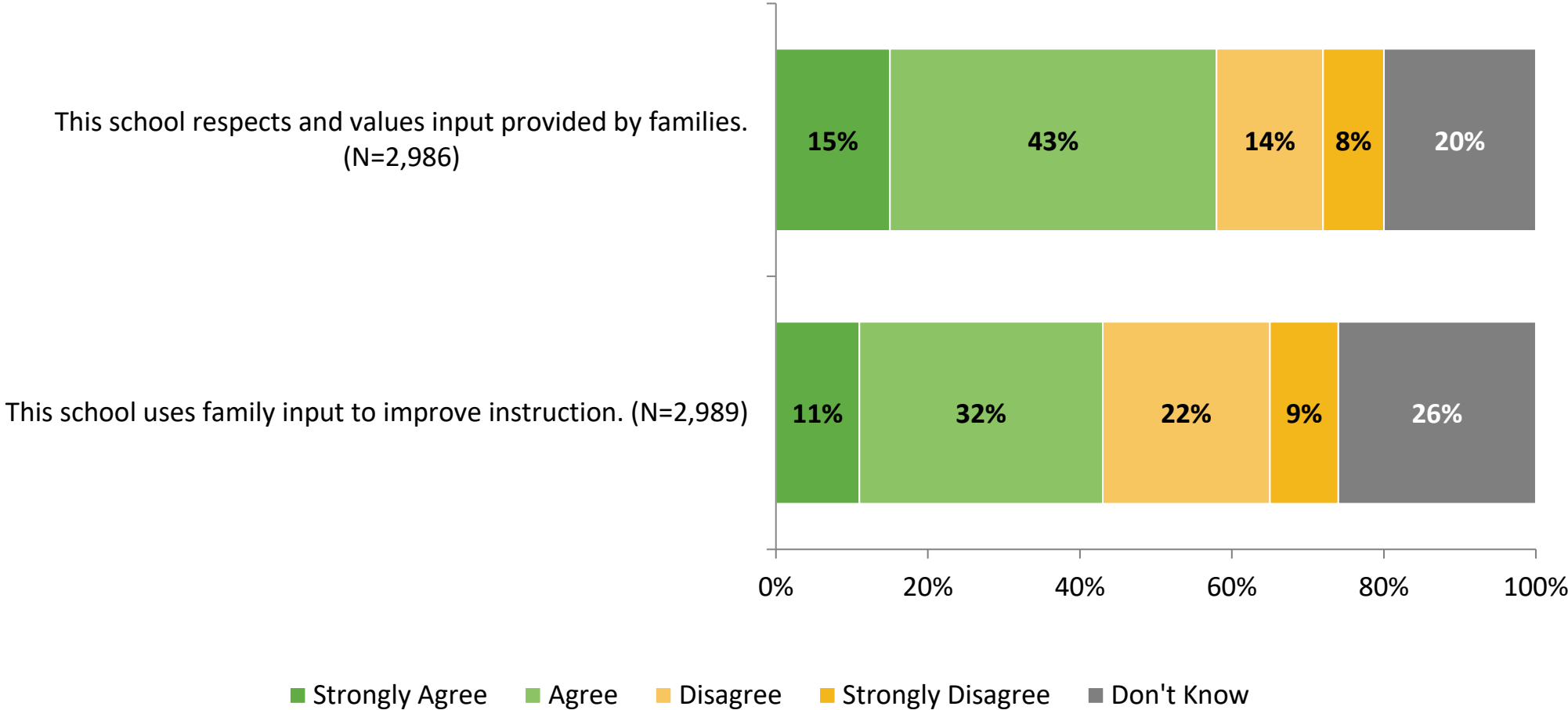
Family Involvement

How strongly do you agree or disagree with the following statements?



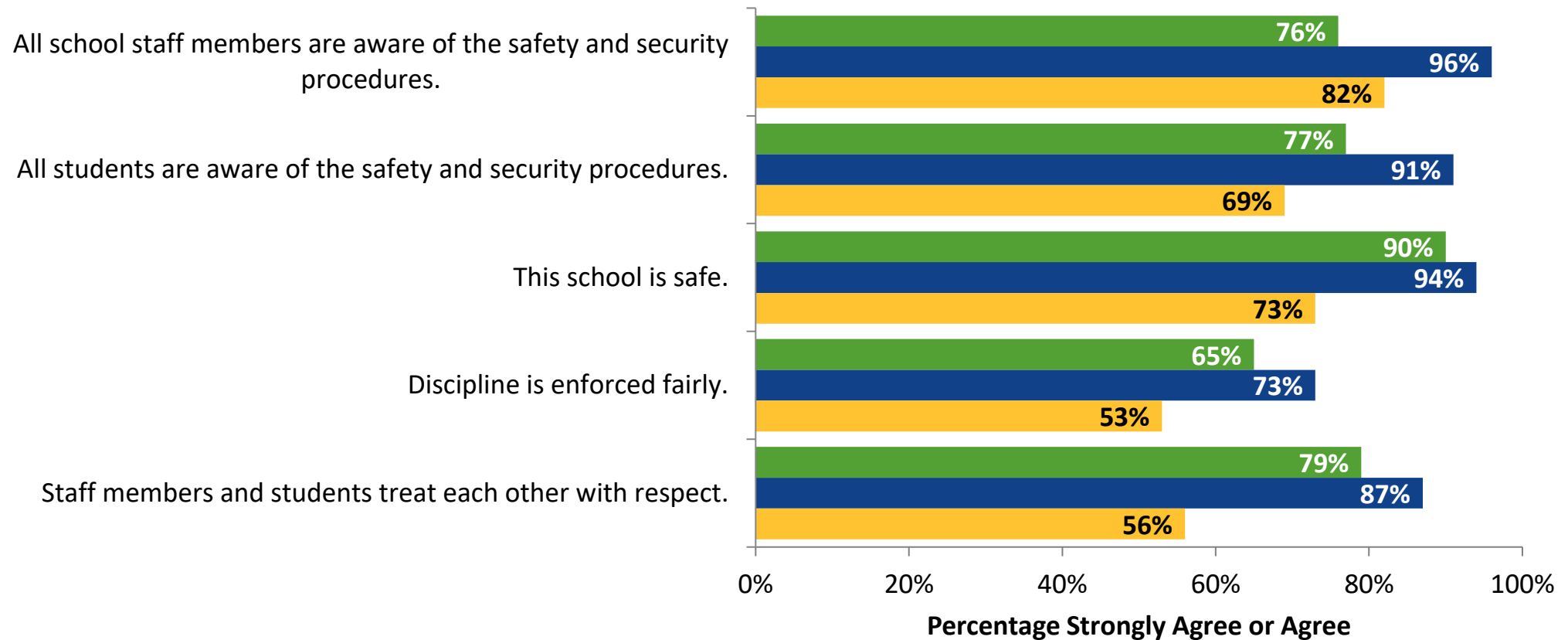
Family Involvement (Continued)

How strongly do you agree or disagree with the following statements?



Safety and Behavior: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



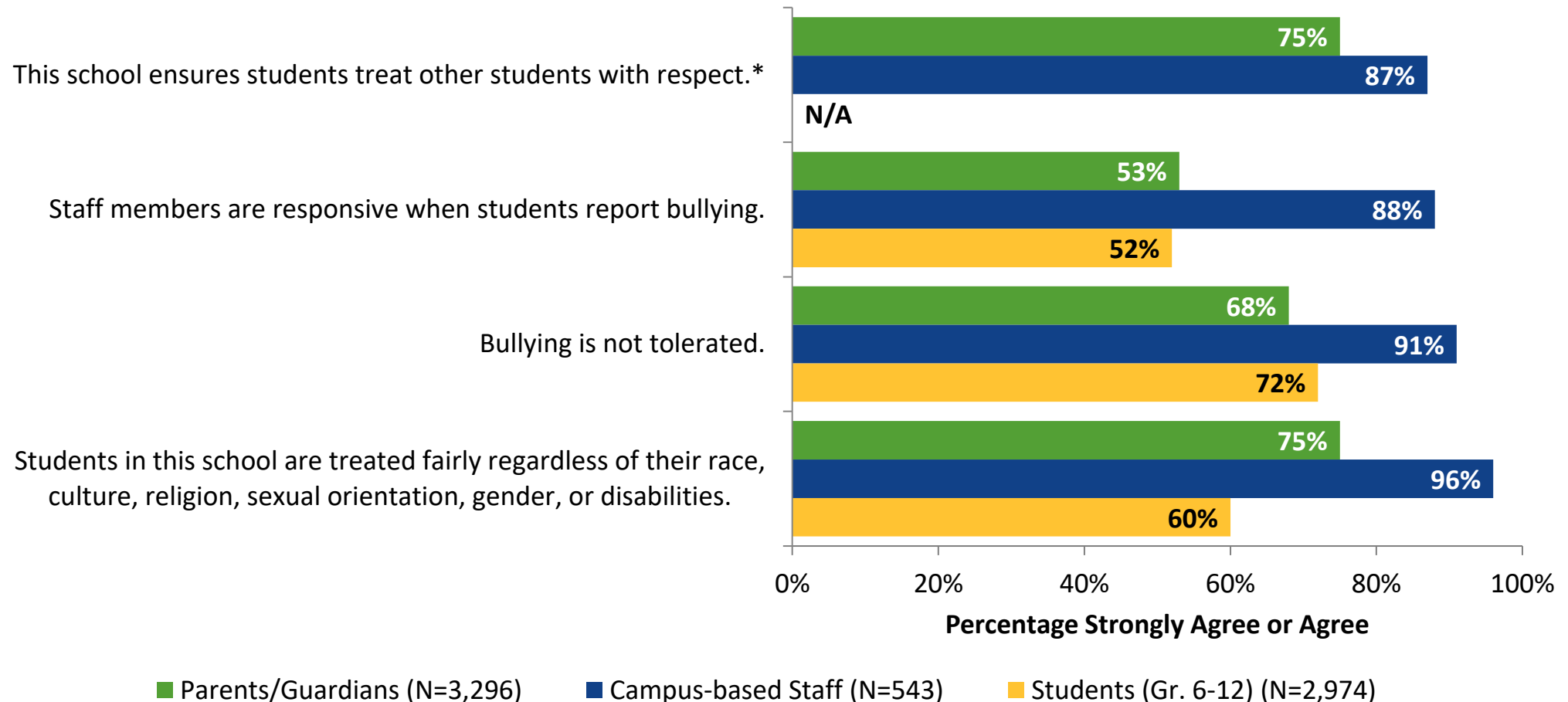
■ Parents/Guardians (N=3,296)

■ Campus-based Staff (N=543)

■ Students (Gr. 6-12) (N=2,974)

Safety and Behavior: Comparison by Participant Group (Continued)

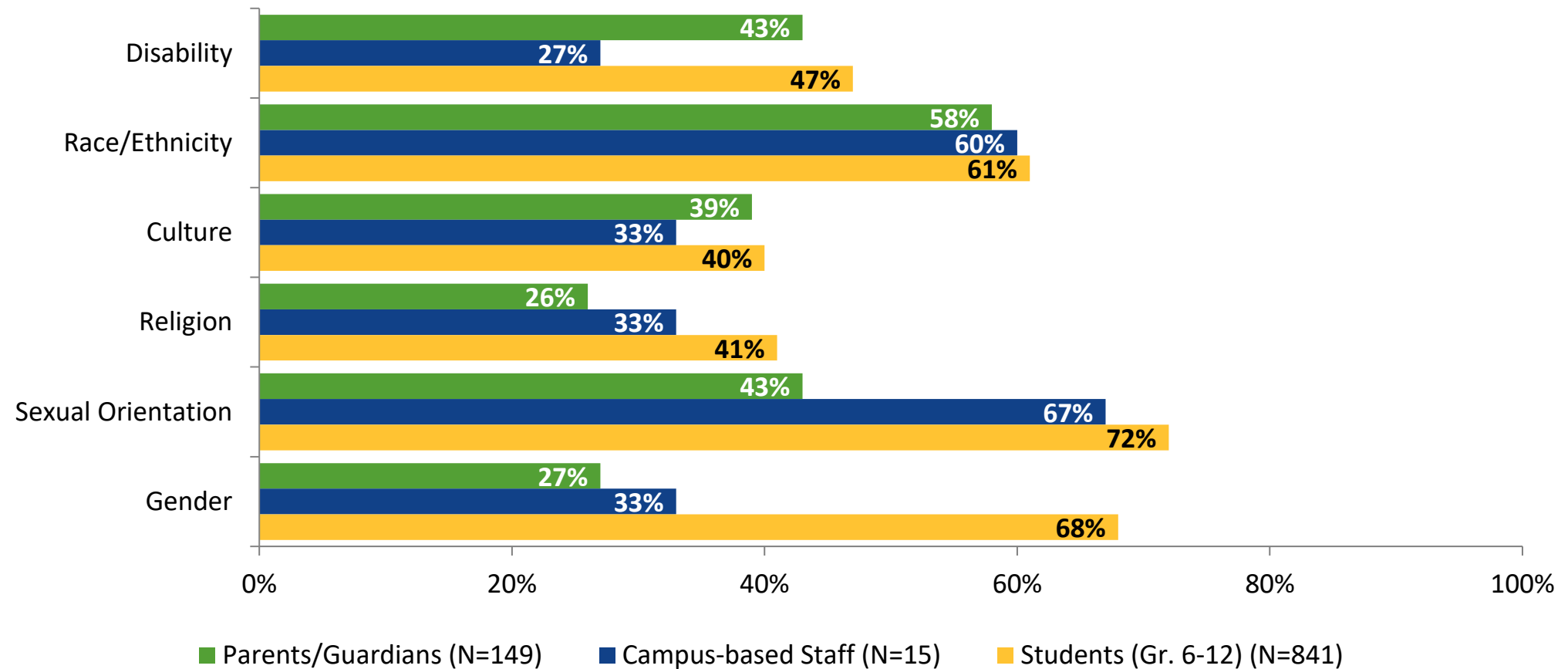
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know
*Only parents/guardians and school-based staff answered this question.

Unfair Treatment: Comparison by Participant Group

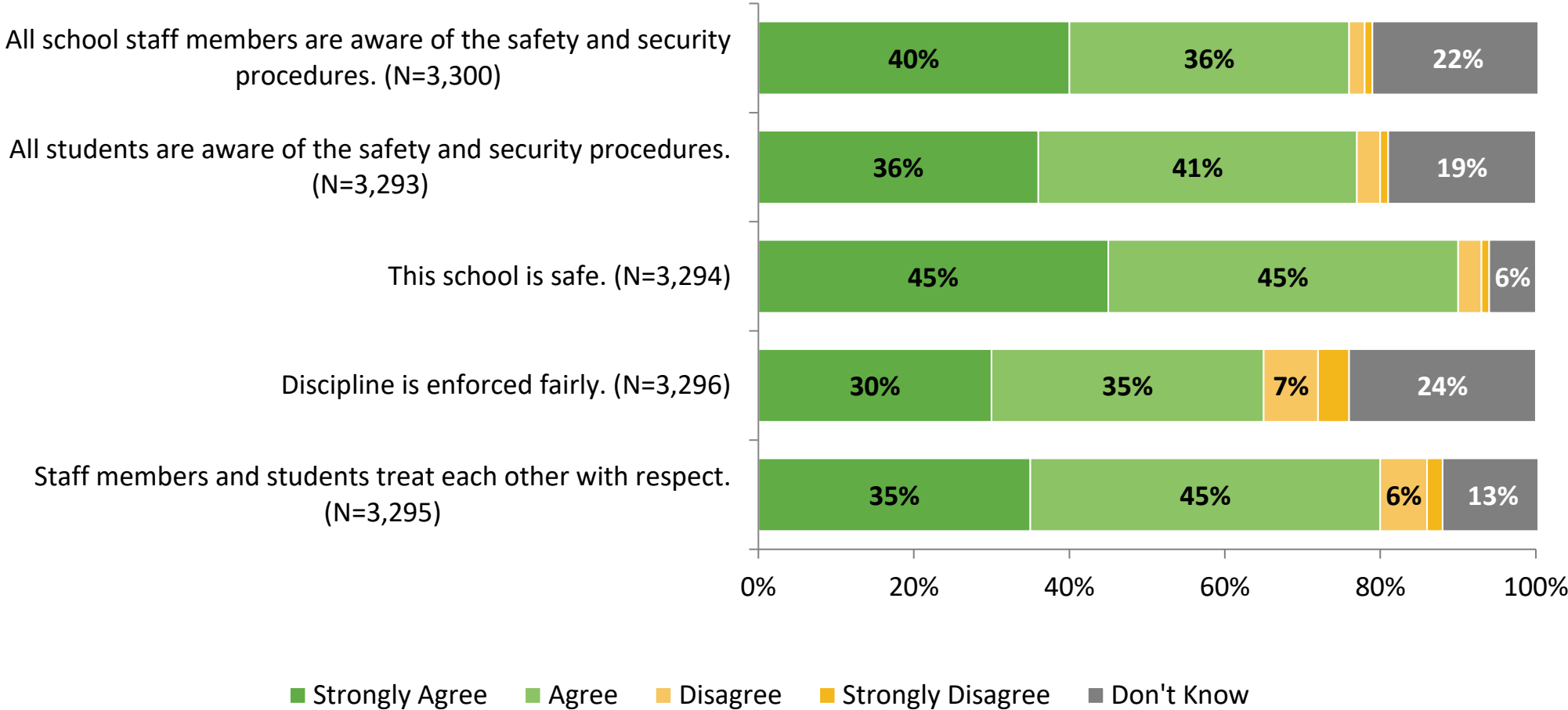
For which of the following are students treated unfairly?



Notes: Only participants who disagreed or strongly disagreed that students are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities answered this question. Percentage totals may exceed 100 since participants could select more than one answer.

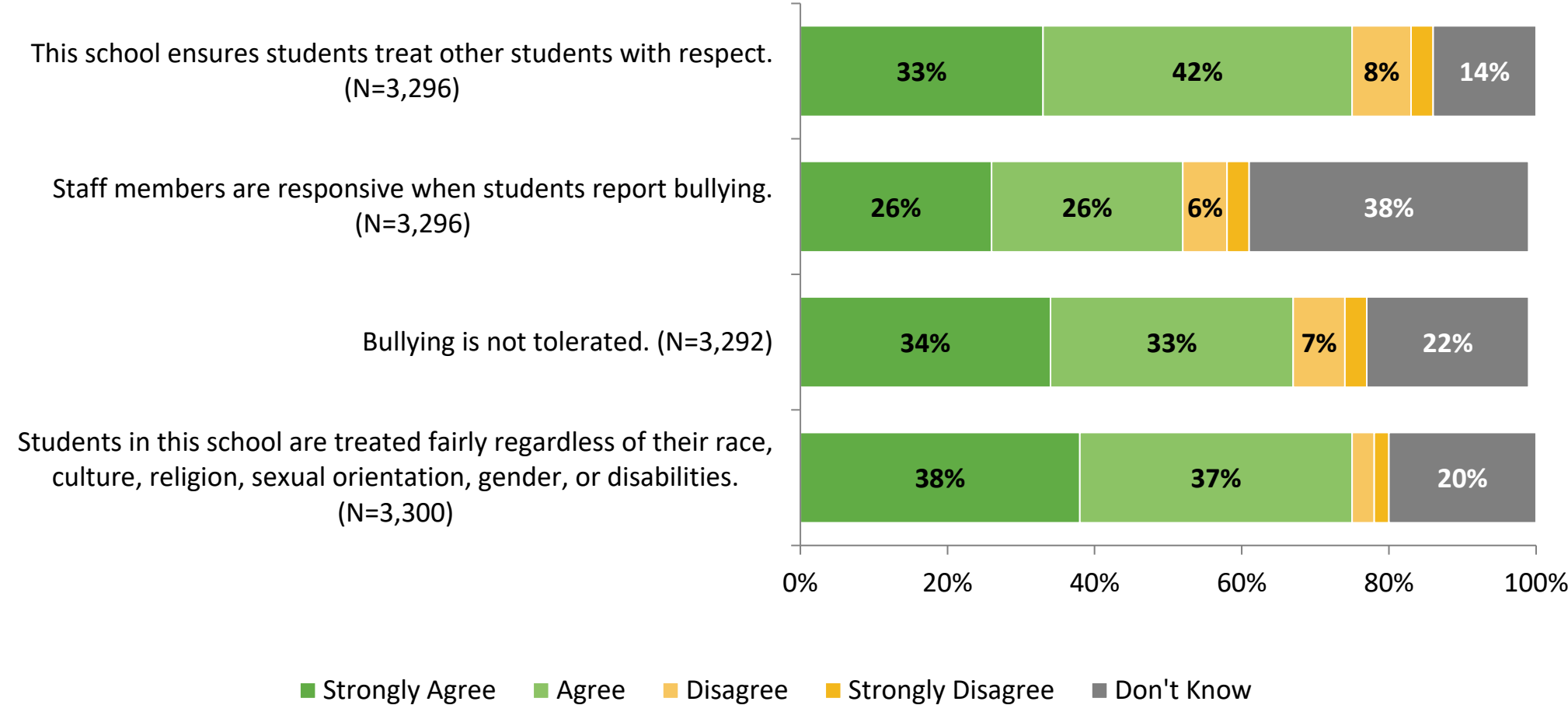
Safety and Behavior

How strongly do you agree or disagree with the following statements?



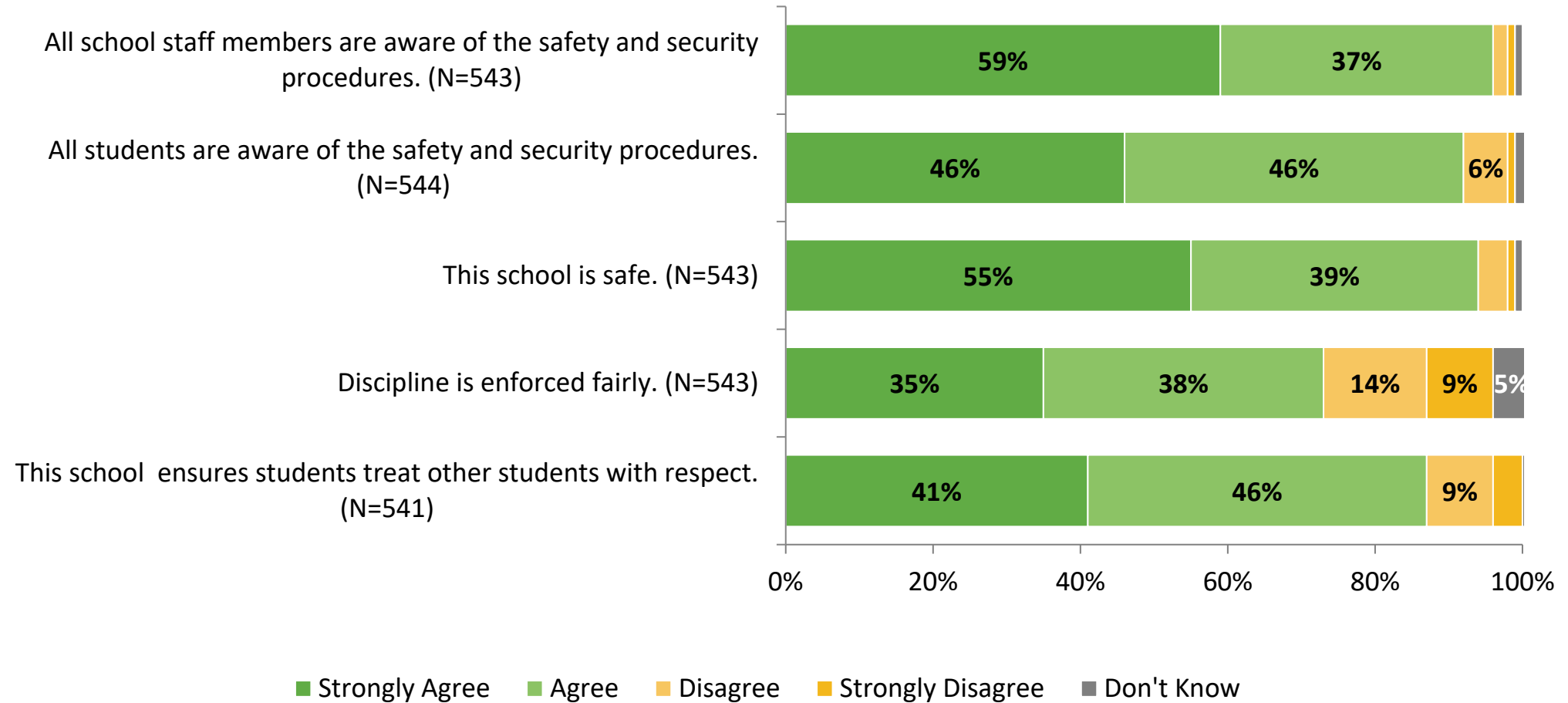
Safety and Behavior (Continued)

How strongly do you agree or disagree with the following statements?



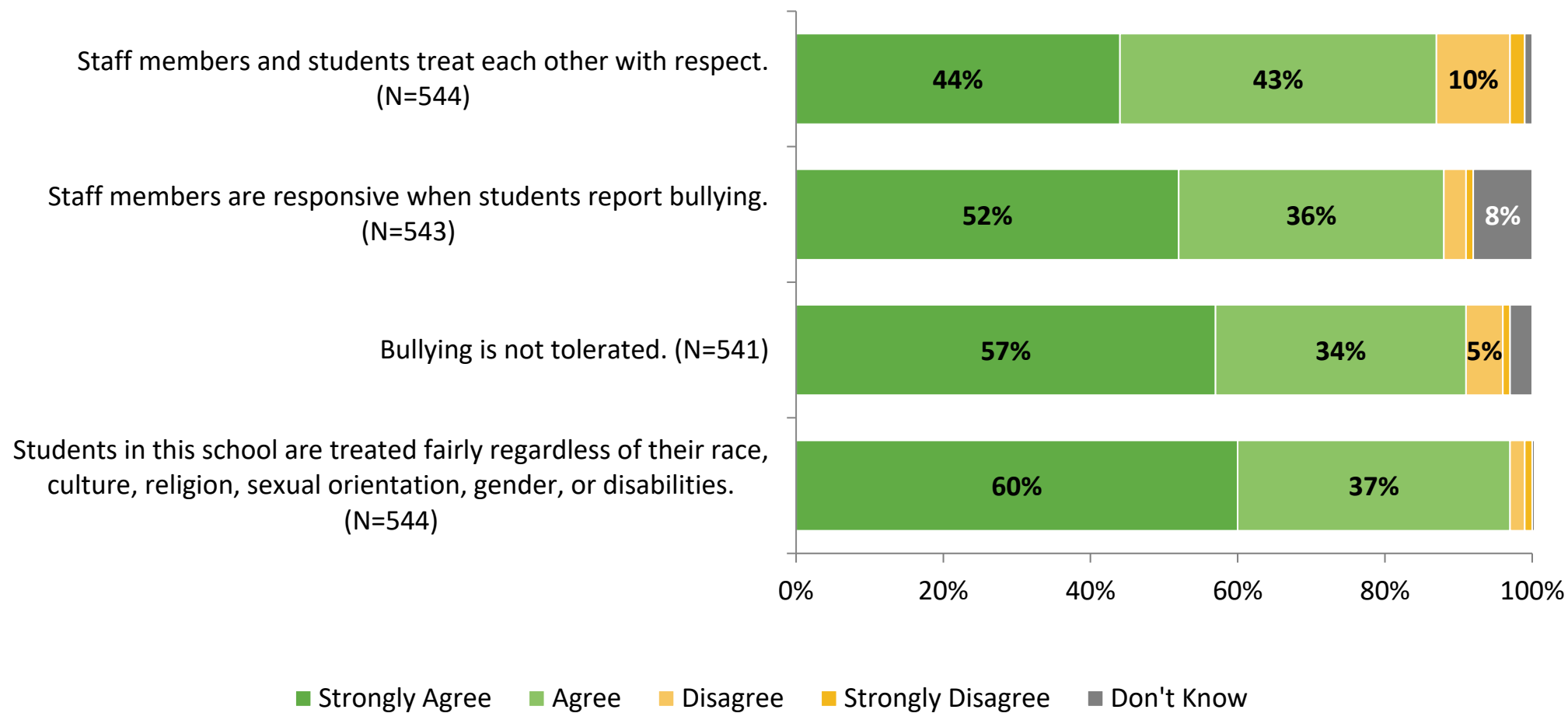
Safety and Behavior

How strongly do you agree or disagree with the following statements?



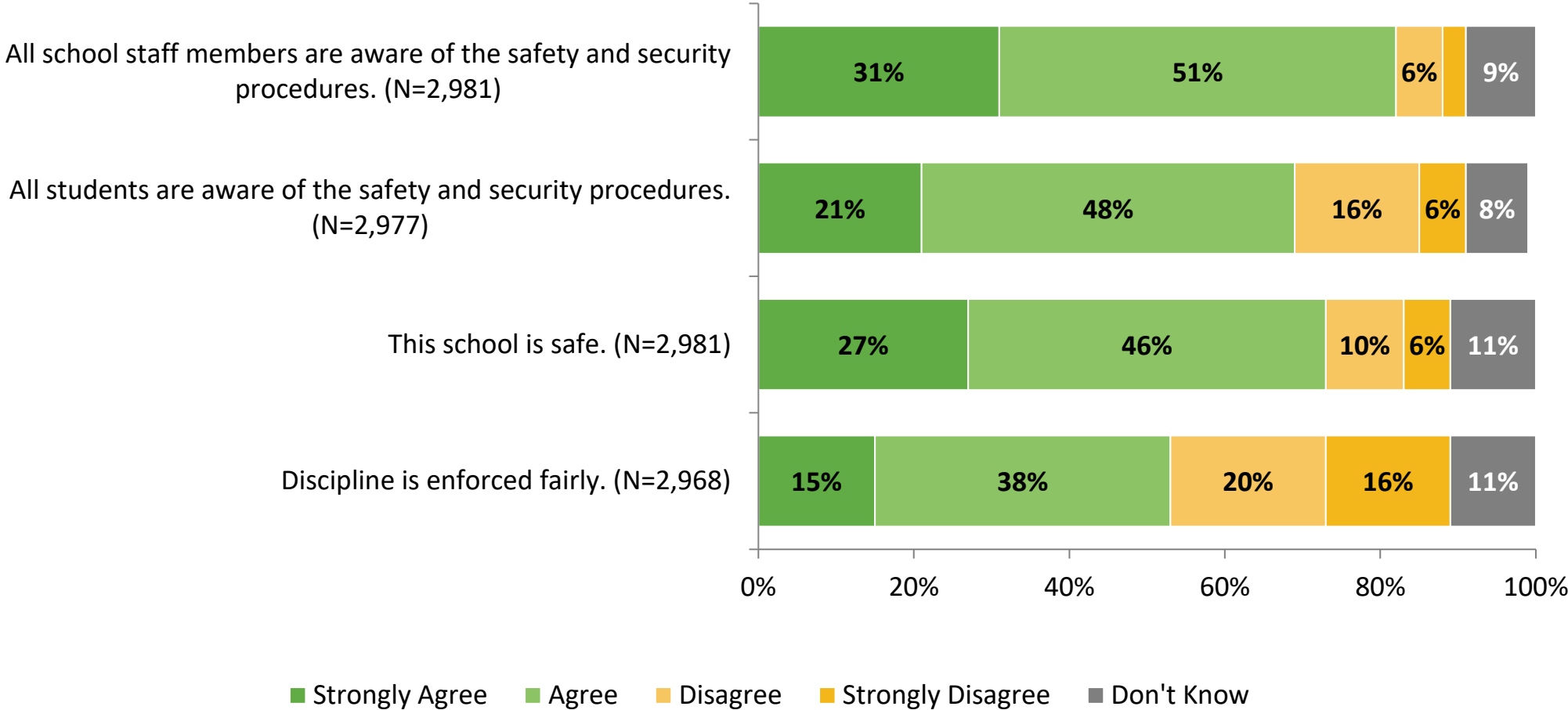
Safety and Behavior (Continued)

How strongly do you agree or disagree with the following statements?



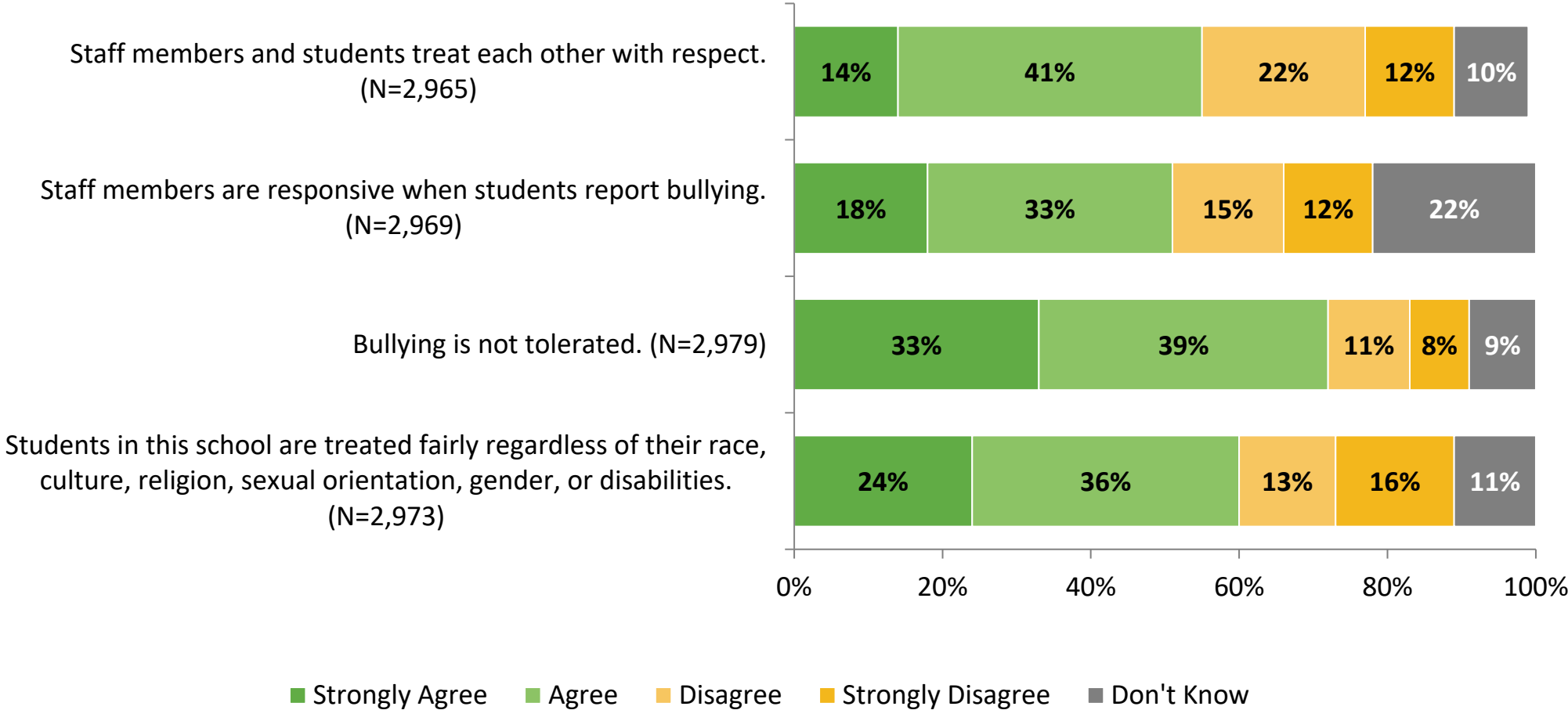
Safety and Behavior

How strongly do you agree or disagree with the following statements?



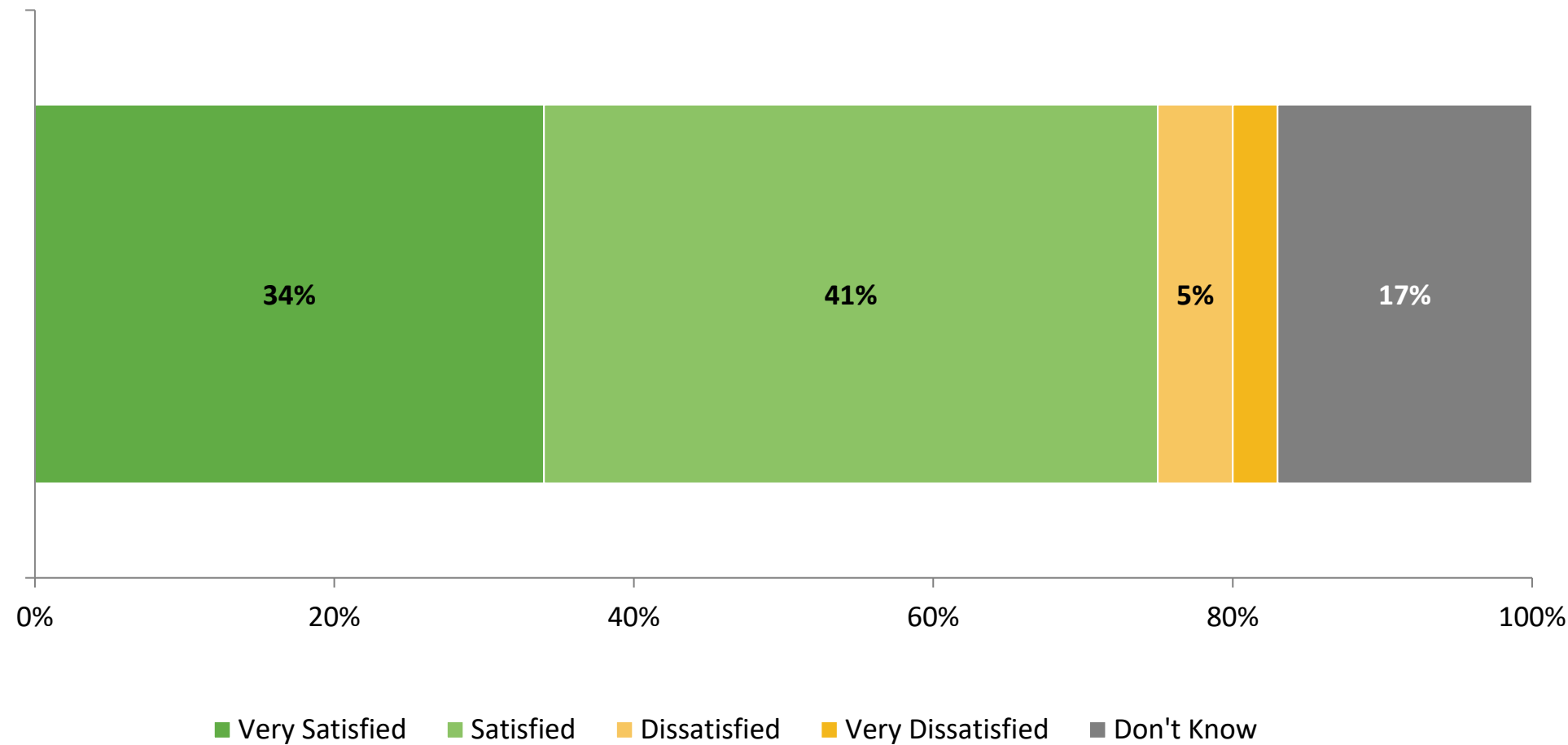
Safety and Behavior (Continued)

How strongly do you agree or disagree with the following statements?



Satisfaction With MISD Police Department

Overall, how satisfied or dissatisfied are you with the MISD Police Department? (N=2,973)



Highest- and Lowest-ranking Items

Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
This school has high learning standards for all students.	91%	Academic Support
Families are encouraged to attend school-sponsored activities, such as back-to-school night.	90%	Family Involvement
This school is safe.	90%	Safety and Behavior
Teachers set high expectations for all students.	89%	Academic Support
Students are challenged by their schoolwork.	89%	Academic Support
Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
Families understand how to help their children at home with homework and other assignments.	26%	Family Involvement
Families are informed about school-sponsored activities, such as tutoring, after-school programs, and student performances.	19%	Family Involvement
Teachers give helpful feedback about student work.	18%	Academic Support
Teachers give timely feedback about student work.	16%	Academic Support
Students in this school receive support that addresses their individual needs.	15%	Student Support

Highest- and Lowest-ranking Items

Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	98%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	97%	Student Support
All school staff members are aware of the safety and security procedures.	96%	Safety and Behavior
Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.	96%	Safety and Behavior
School leaders and staff at my school are welcoming to families of different backgrounds.	95%	Family Involvement

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
Discipline is enforced fairly.	23%	Safety and Behavior
This school offers students a variety of extracurricular activities.	18%	Student Support
This school offers a variety of academic courses.	14%	Academic Support
Students in this school receive support that addresses their individual needs.	13%	Student Support
School administrators (principals and assistant principals) are responsive when I have a concern.	13%	School Leadership

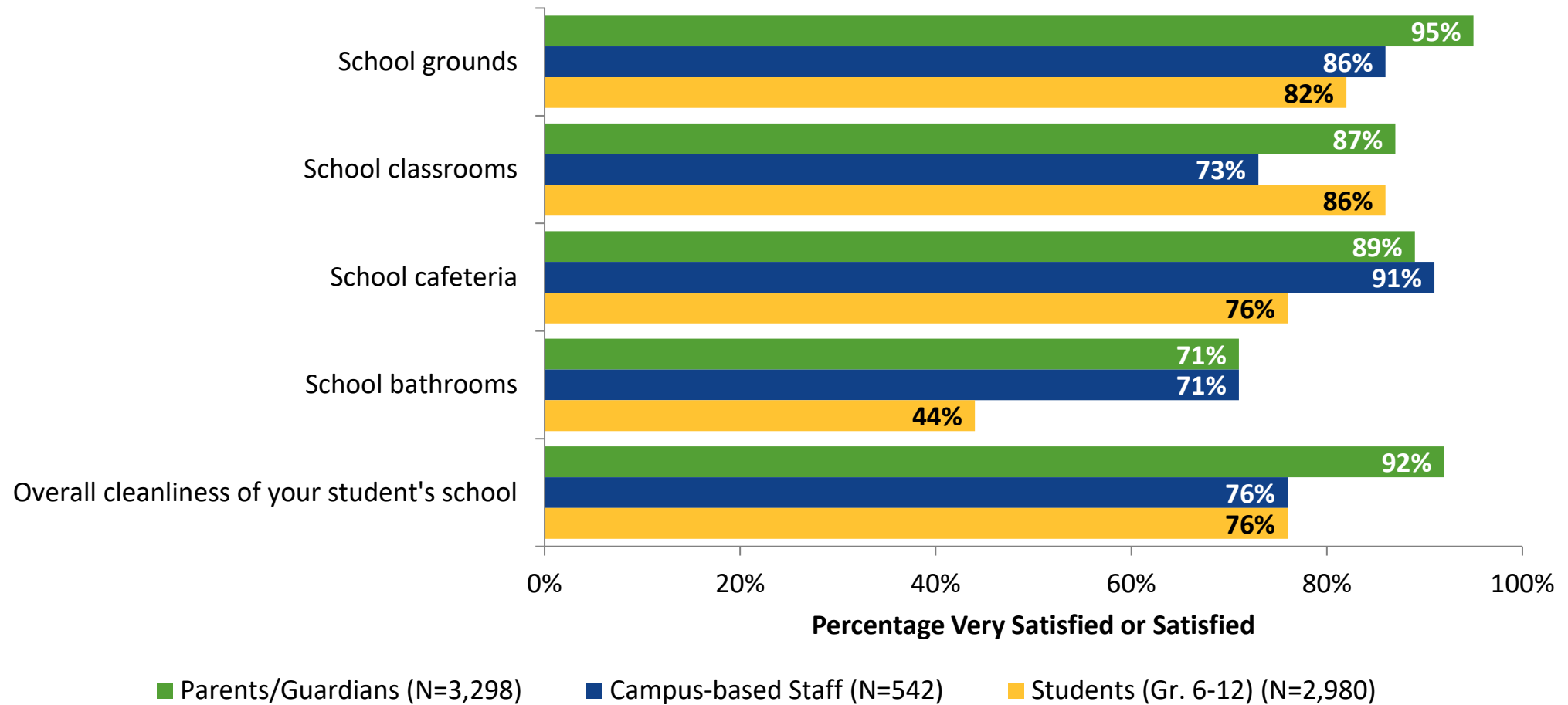
Highest- and Lowest-ranking Items

Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	86%	Student Support
This school offers students a variety of extracurricular activities.	84%	Student Support
This school has high learning standards for all students.	82%	Academic Support
Students are challenged by their schoolwork.	82%	Academic Support
All school staff members are aware of the safety and security procedures.	82%	Safety and Behavior

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
Teachers successfully show students how lessons relate to life outside of school.	56%	Academic Support
Discipline is enforced fairly.	36%	Safety and Behavior
Staff members and students treat each other with respect.	35%	Safety and Behavior
School administrators (principals and assistant principals) make decisions that are in the best interests of students.	35%	School Leadership
Students in this school receive support that addresses their individual needs.	35%	Student Support

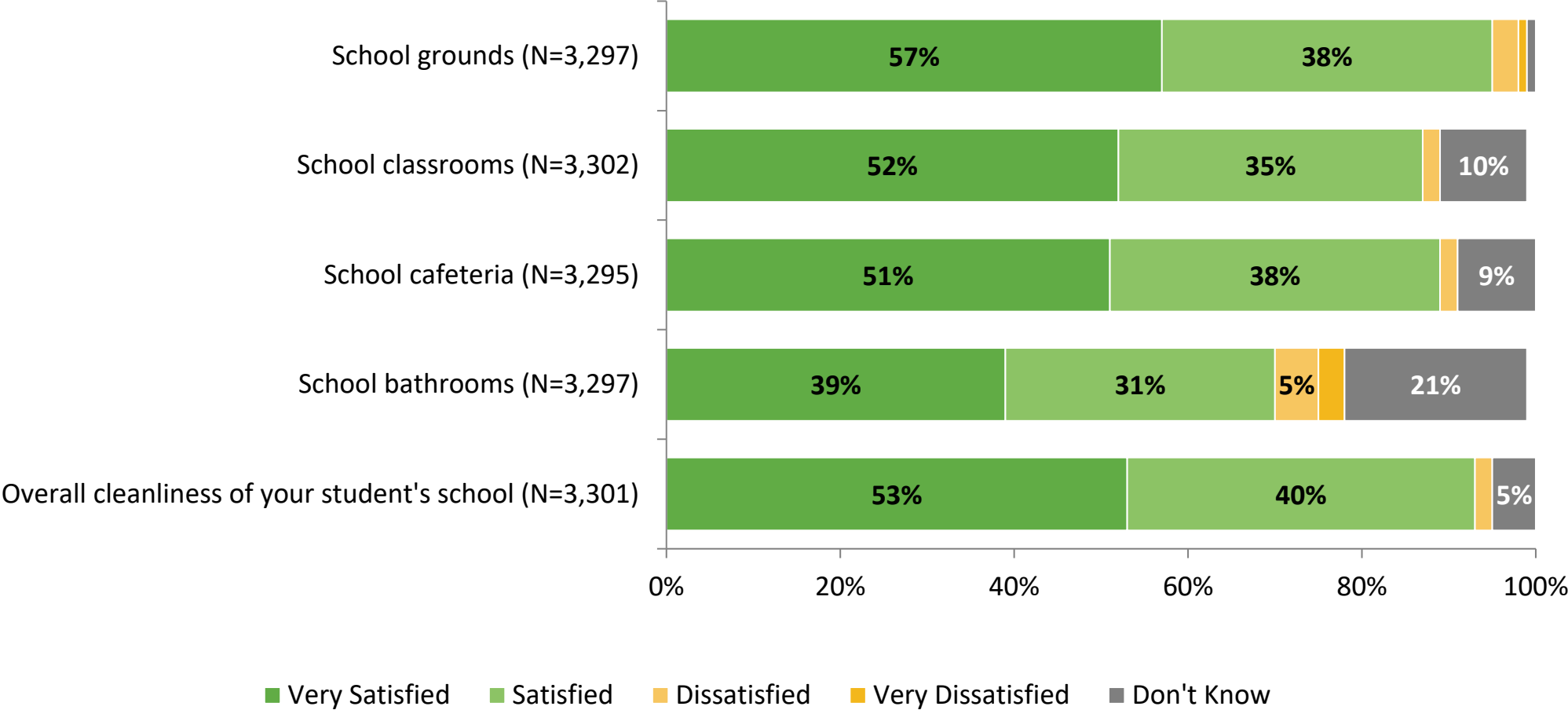
School Cleanliness: Comparison by Participant Group

How satisfied or dissatisfied are you with each of the following aspects below?



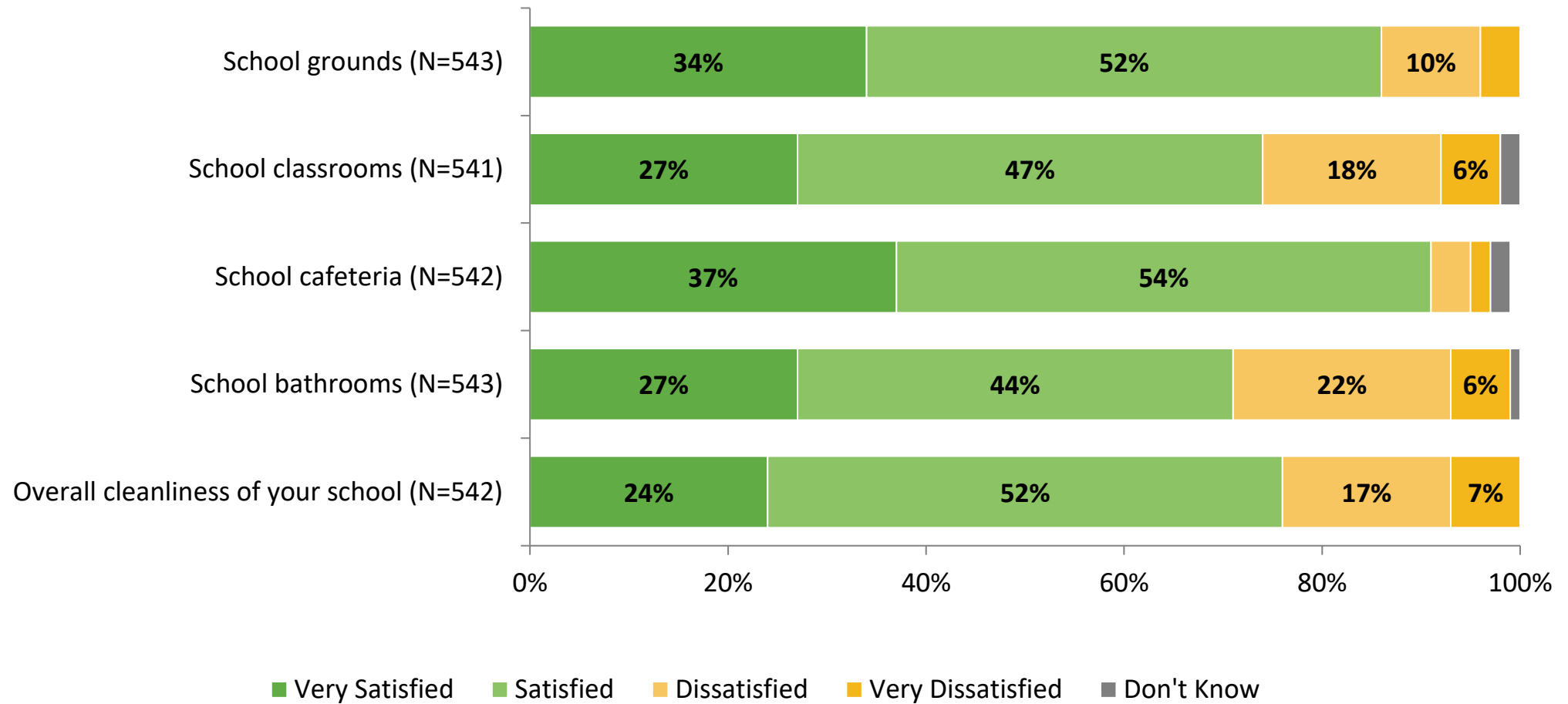
School Cleanliness

How satisfied or dissatisfied are you with each of the following aspects below?



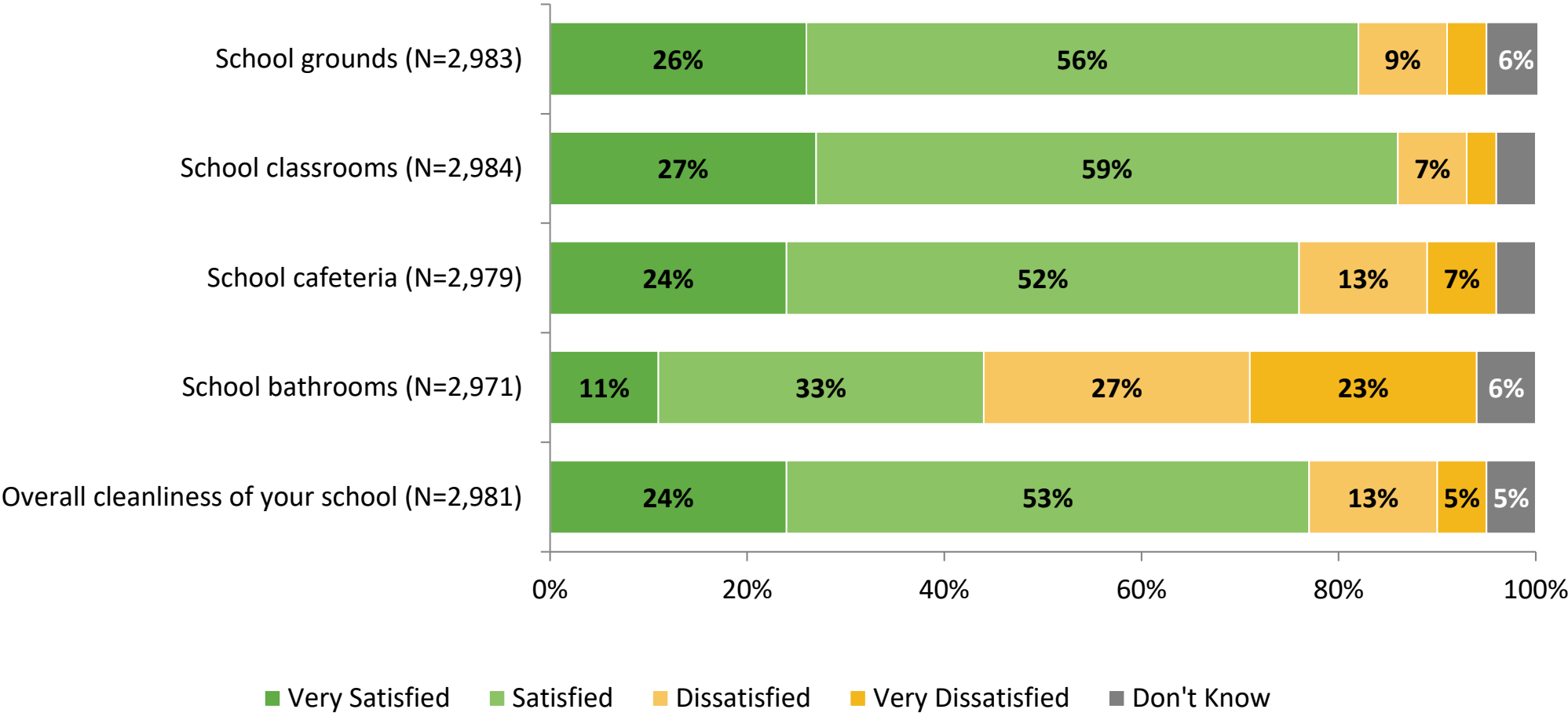
School Cleanliness

How satisfied or dissatisfied are you with each of the following aspects below?



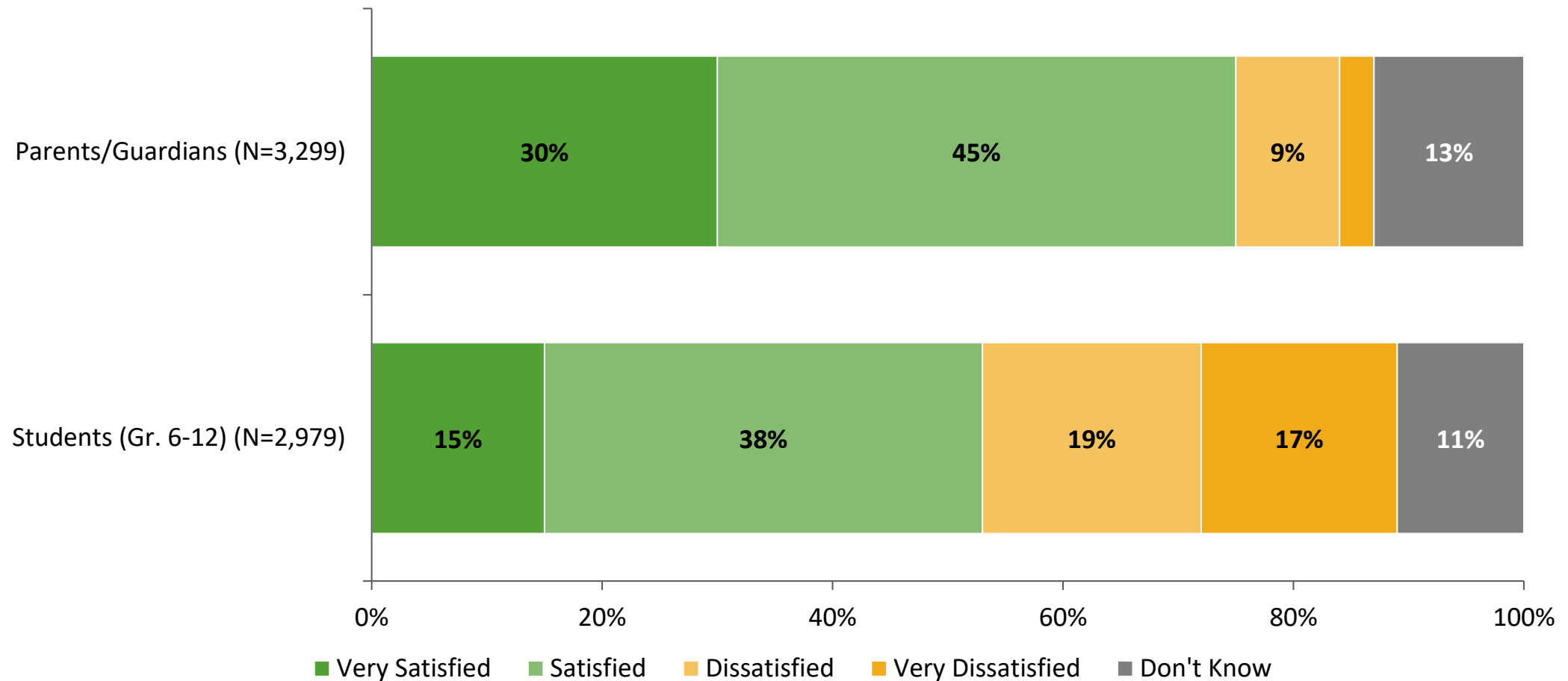
School Cleanliness

How satisfied or dissatisfied are you with each of the following aspects below?



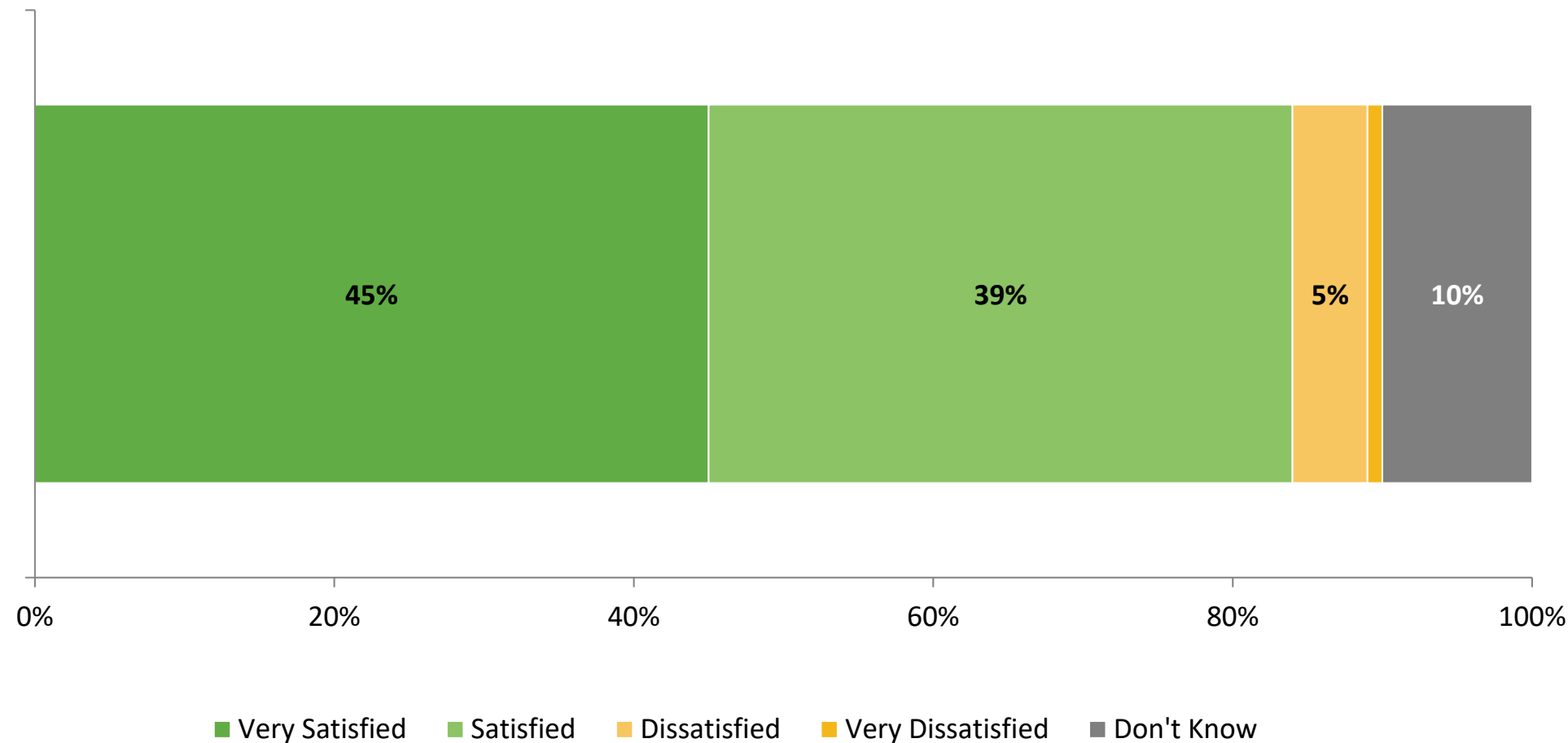
Satisfaction With School Meals: Comparison by Participant Group

Overall, how satisfied or dissatisfied are you with the meals provided at your student's/your school?



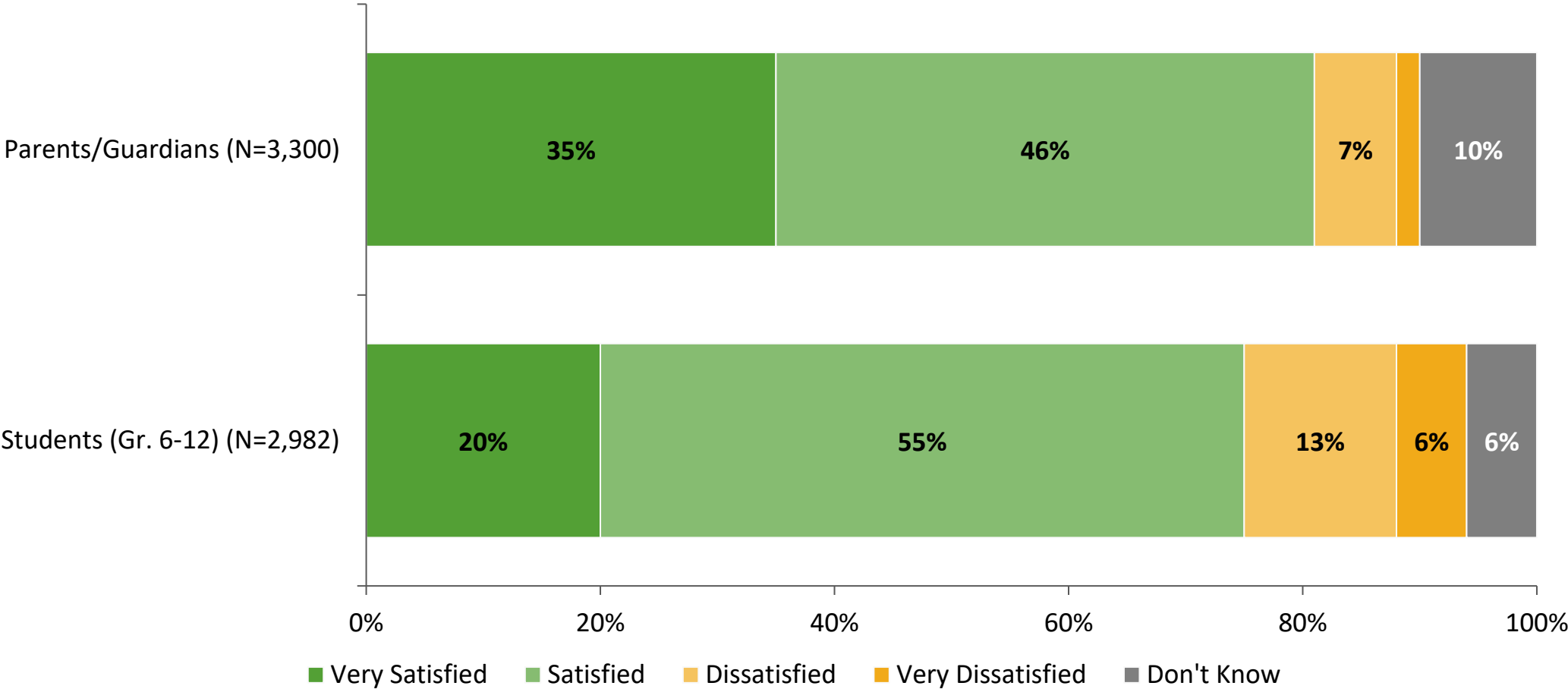
Satisfaction With Child Nutrition Department

Overall, how satisfied or dissatisfied are you with the Child Nutrition Department? (N=542)



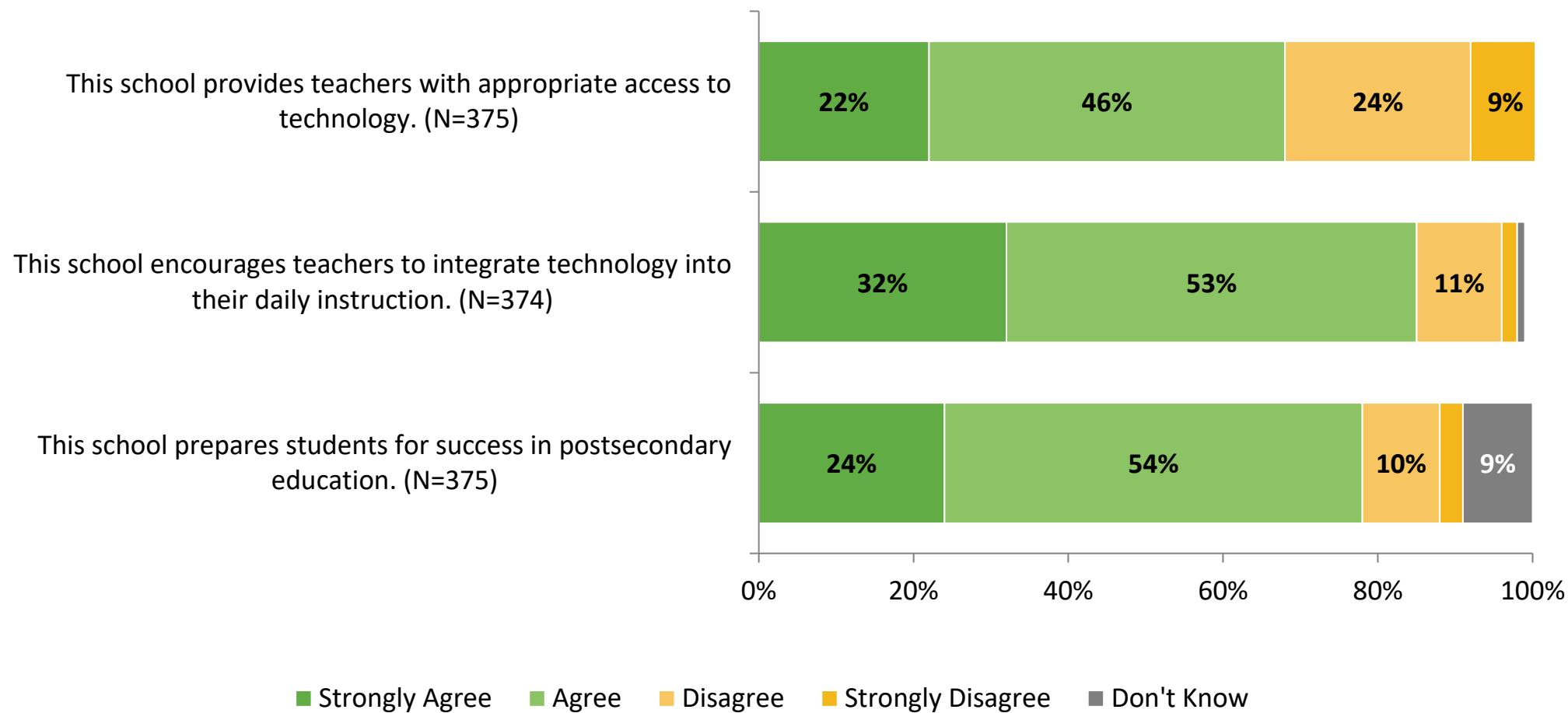
Satisfaction With Technology: Comparison by Participant Group

Overall, how satisfied or dissatisfied are you with technology at your student's/your school?



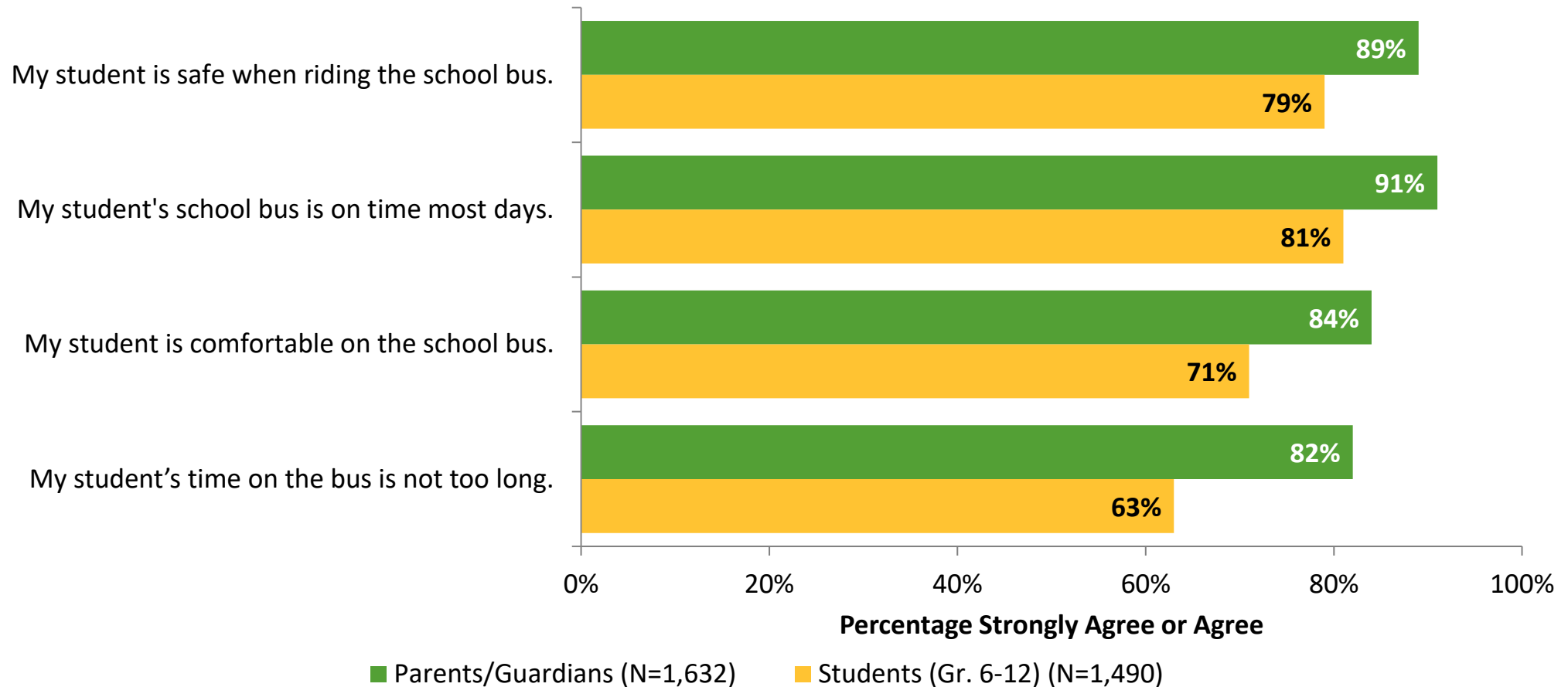
School Technology

How strongly do you agree or disagree with the following statements?



Transportation: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?

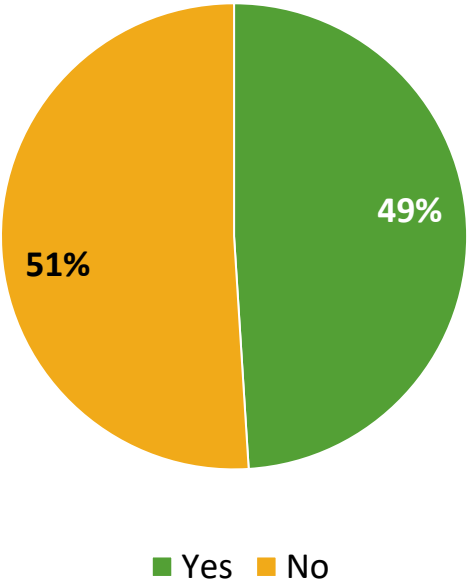


Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

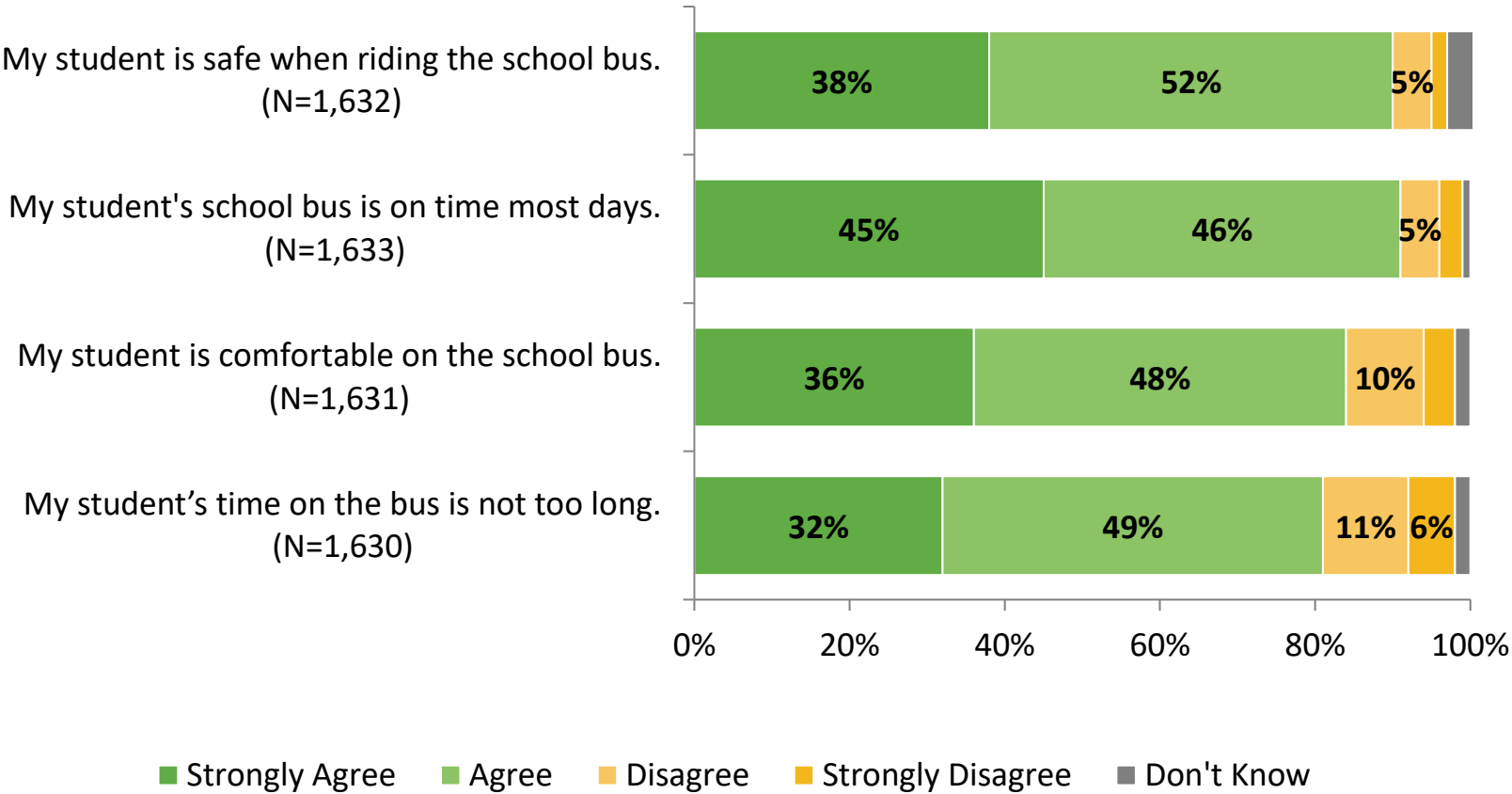
Notes: Only parents/guardians with students who ride a school bus or students who ride a school bus answered these questions. The text varied slightly for each survey. This wording is from the parent survey.

Transportation

Does your student ride a school bus?
(N=3,305)



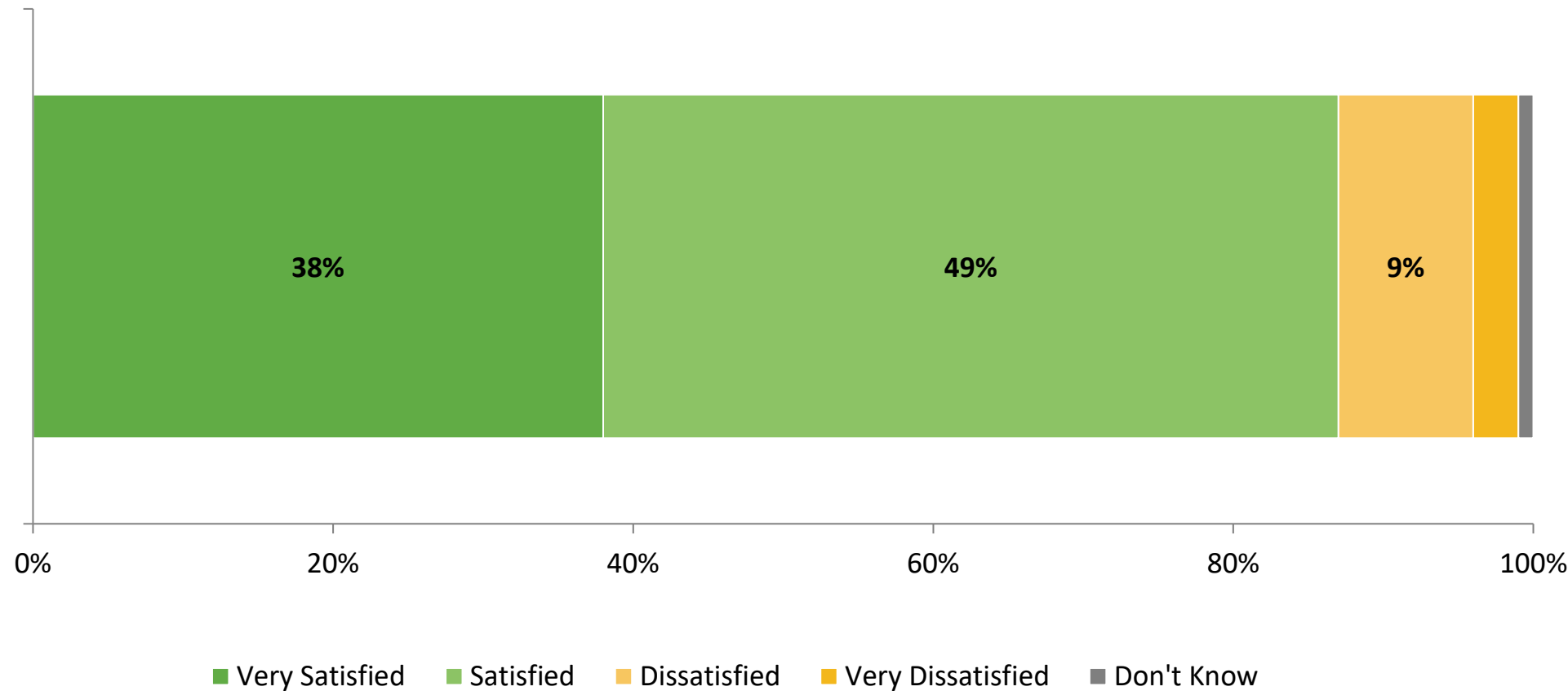
How strongly do you agree or disagree with the following statements?



Note: Only parents/guardians with students who ride a school bus answered these questions.

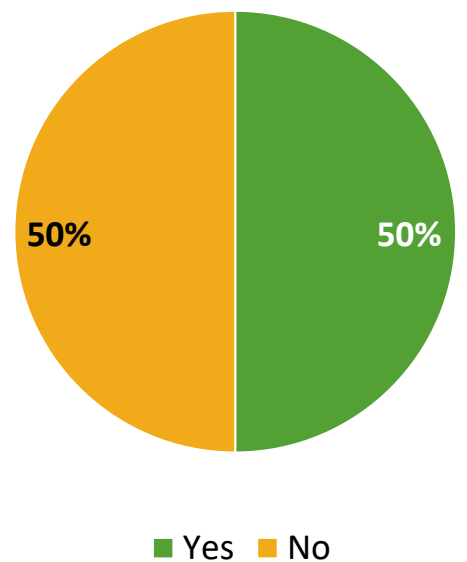
Satisfaction With Transportation Department

Overall, how satisfied or dissatisfied are you with the Transportation Department? (N=1,633)

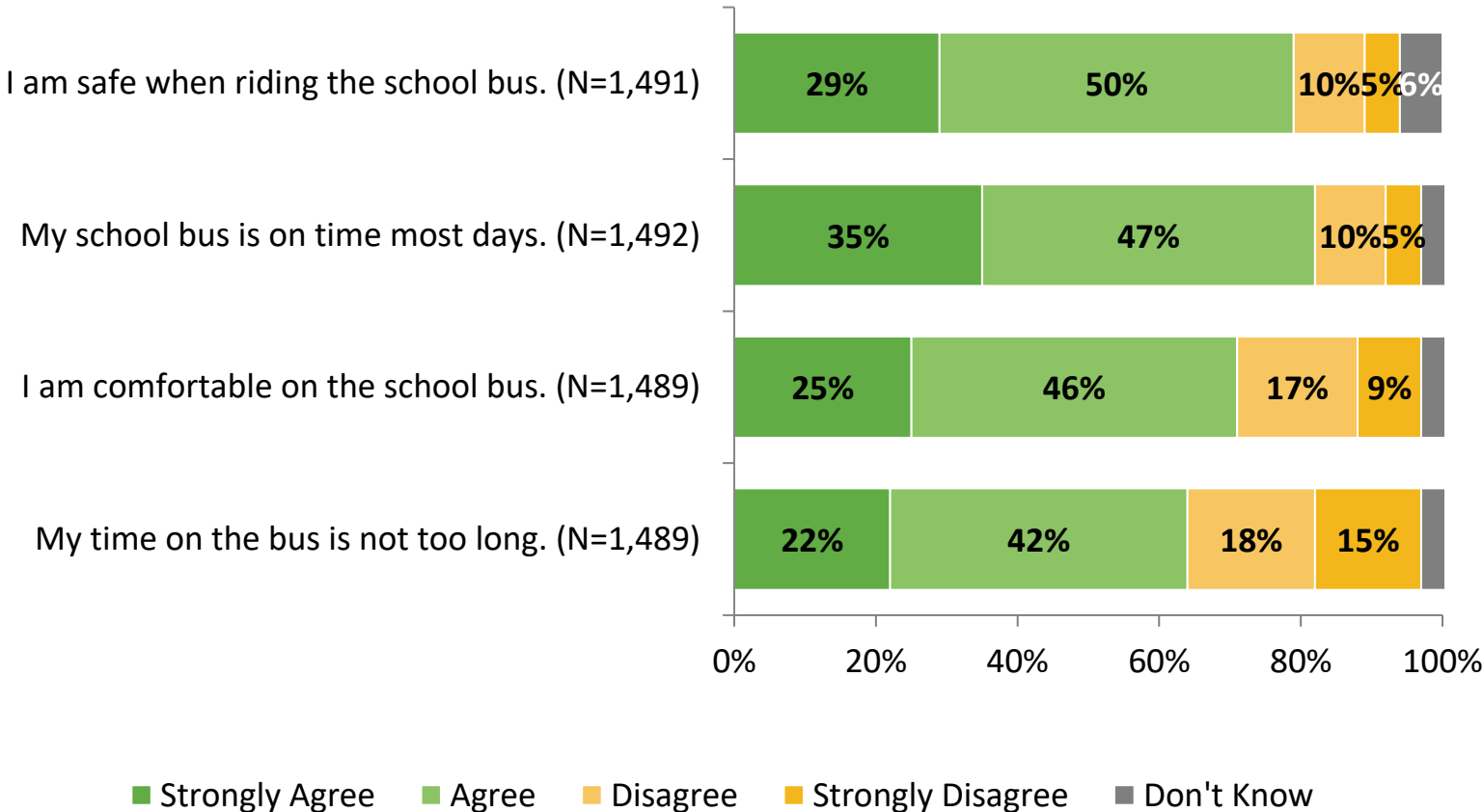


Transportation

Do you ride a school bus?
(N=2,984)



How strongly do you agree or disagree with the following statements?

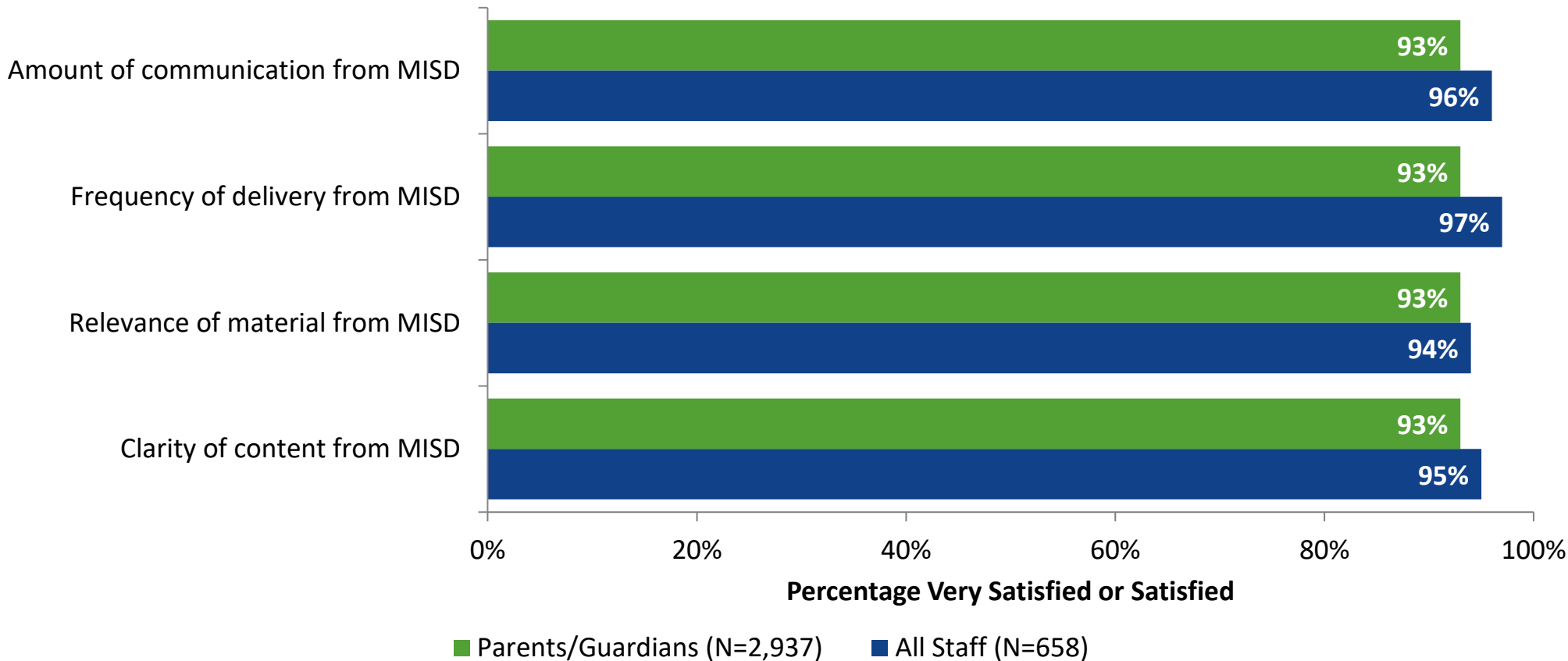


Strongly Agree Agree Disagree Strongly Disagree Don't Know

District Questions

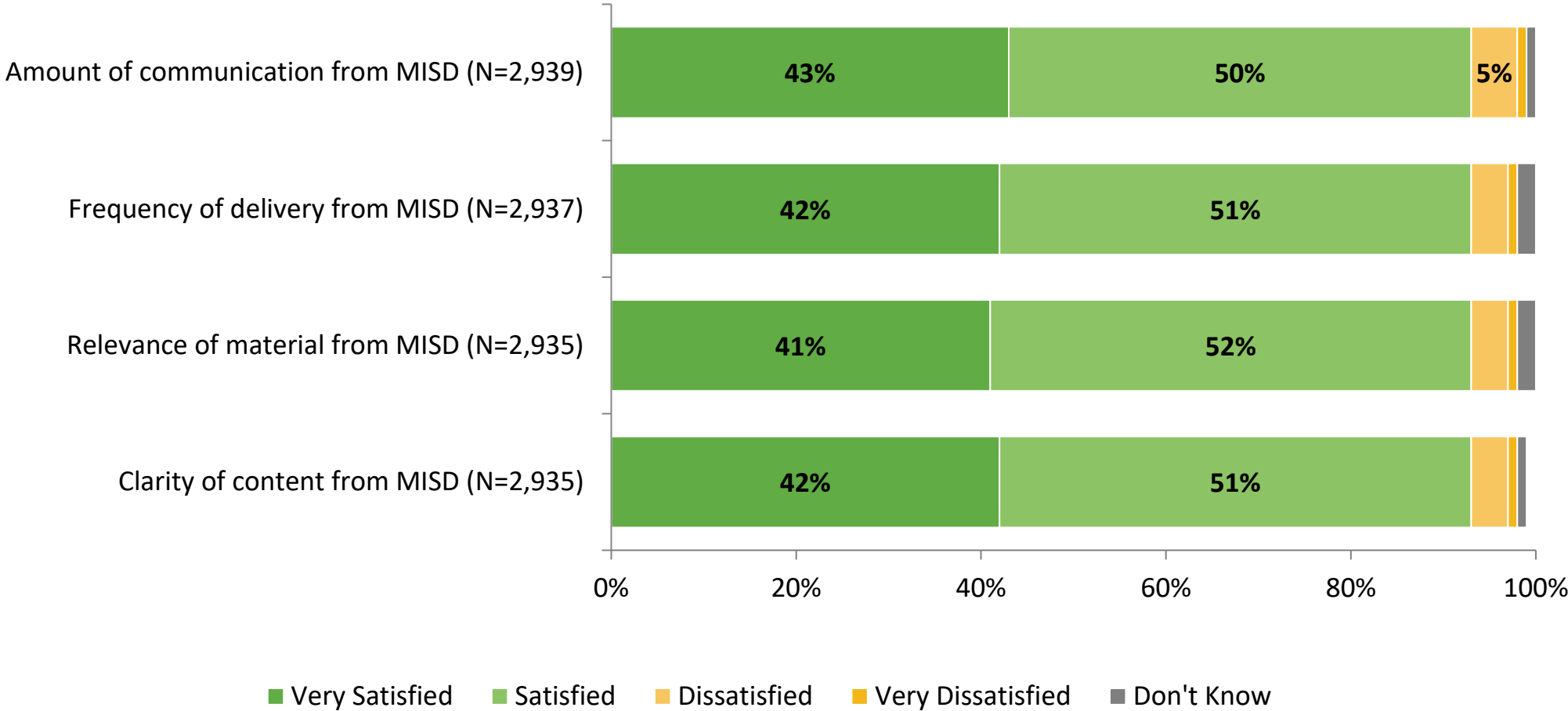
Satisfaction With MISD Communication: Comparison by Participant Group

Rate your level of satisfaction with each aspect of communication below.



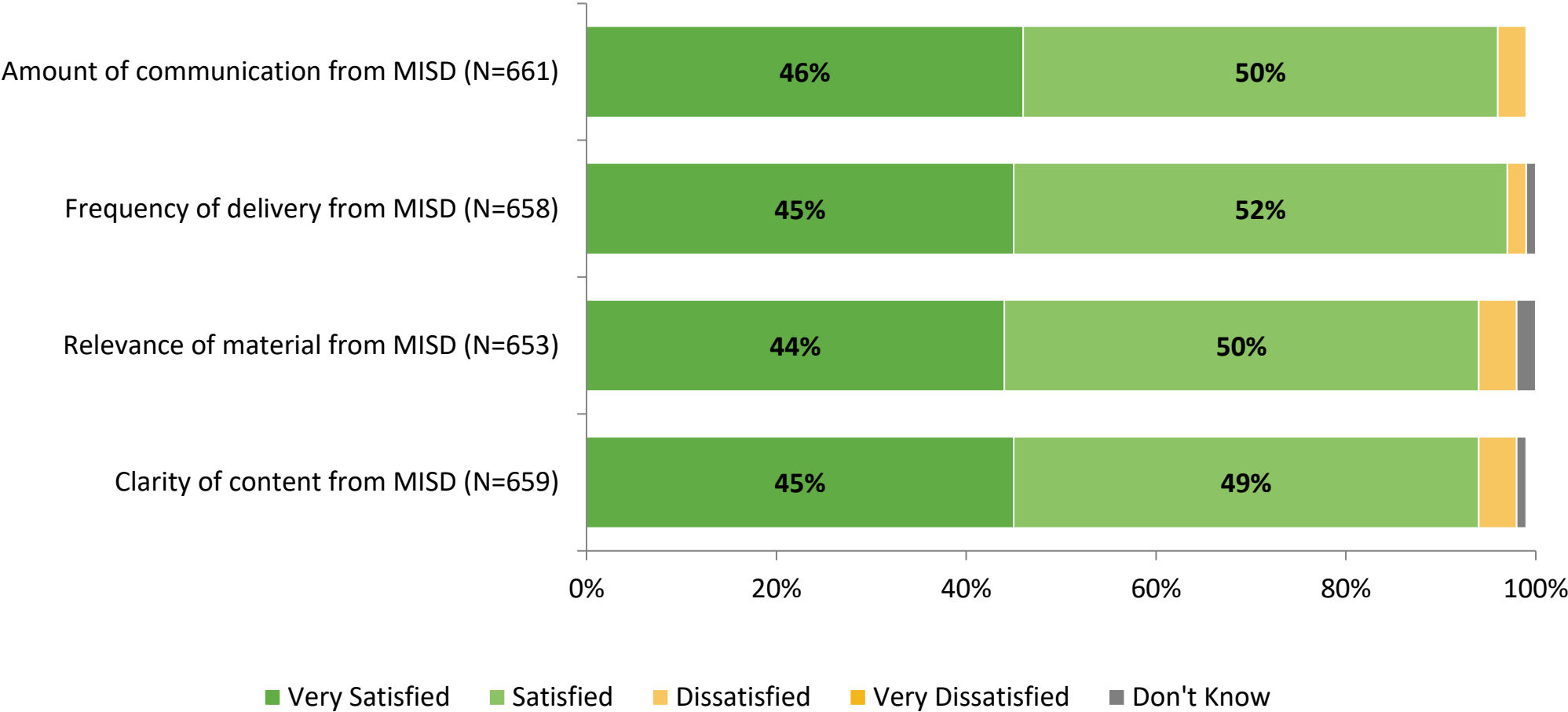
Satisfaction With MISD Communication

Rate your level of satisfaction with each aspect of communication below.



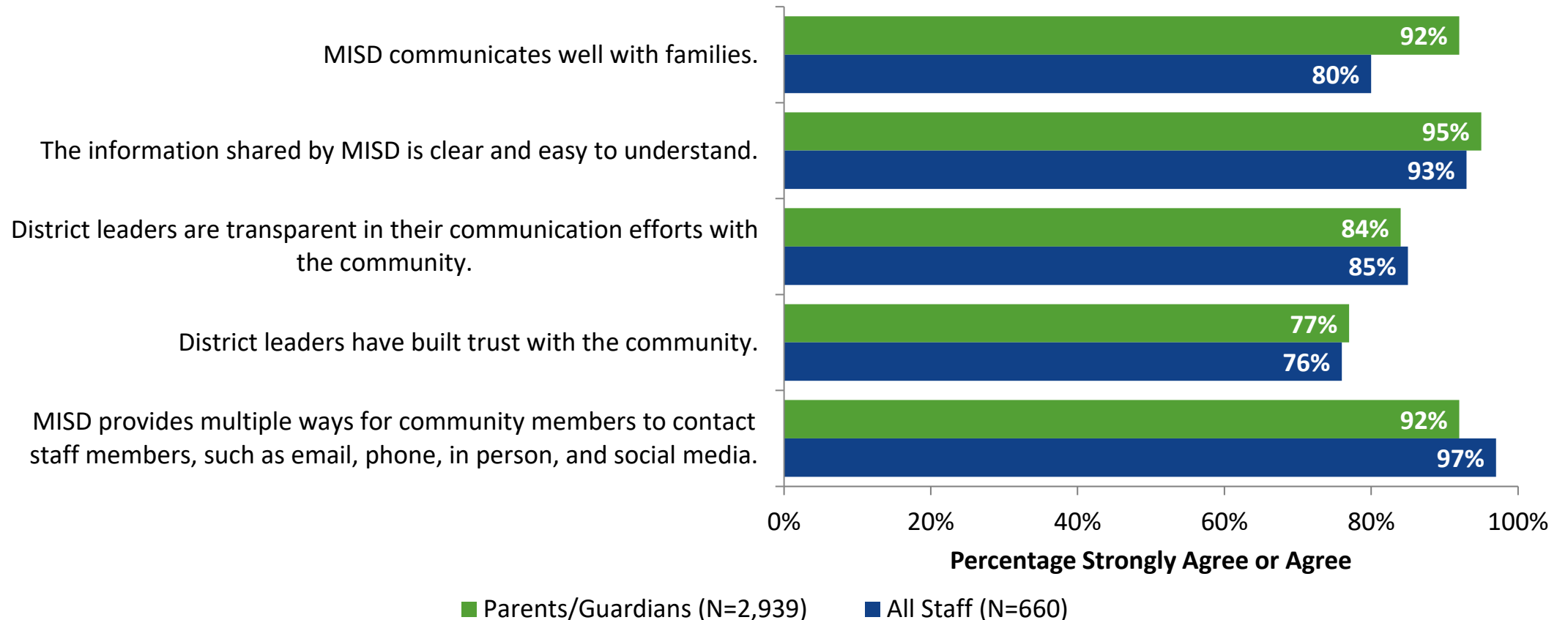
Satisfaction With MISD Communication

Rate your level of satisfaction with each aspect of communication below.



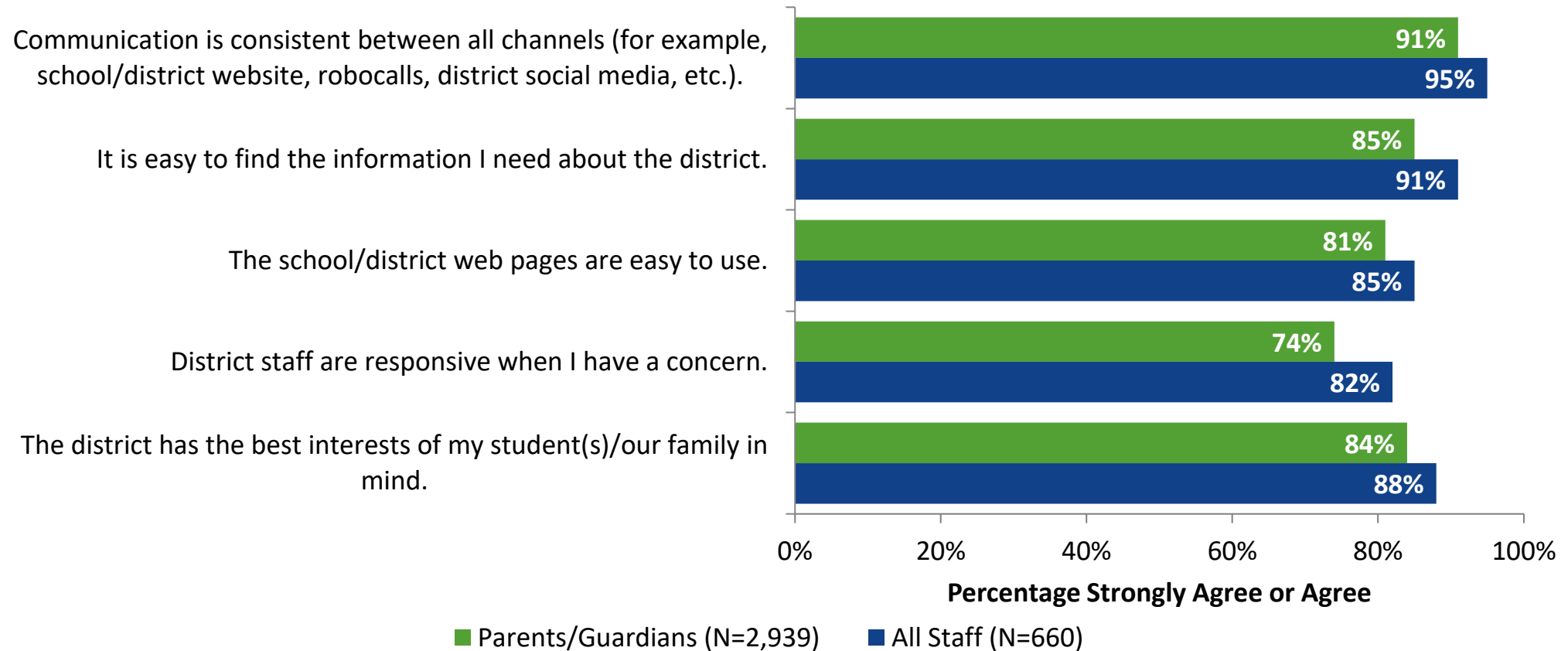
MISD Communication and Customer Service: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



MISD Communication and Customer Service: Comparison by Participant Group (Continued)

How strongly do you agree or disagree with the following statements?

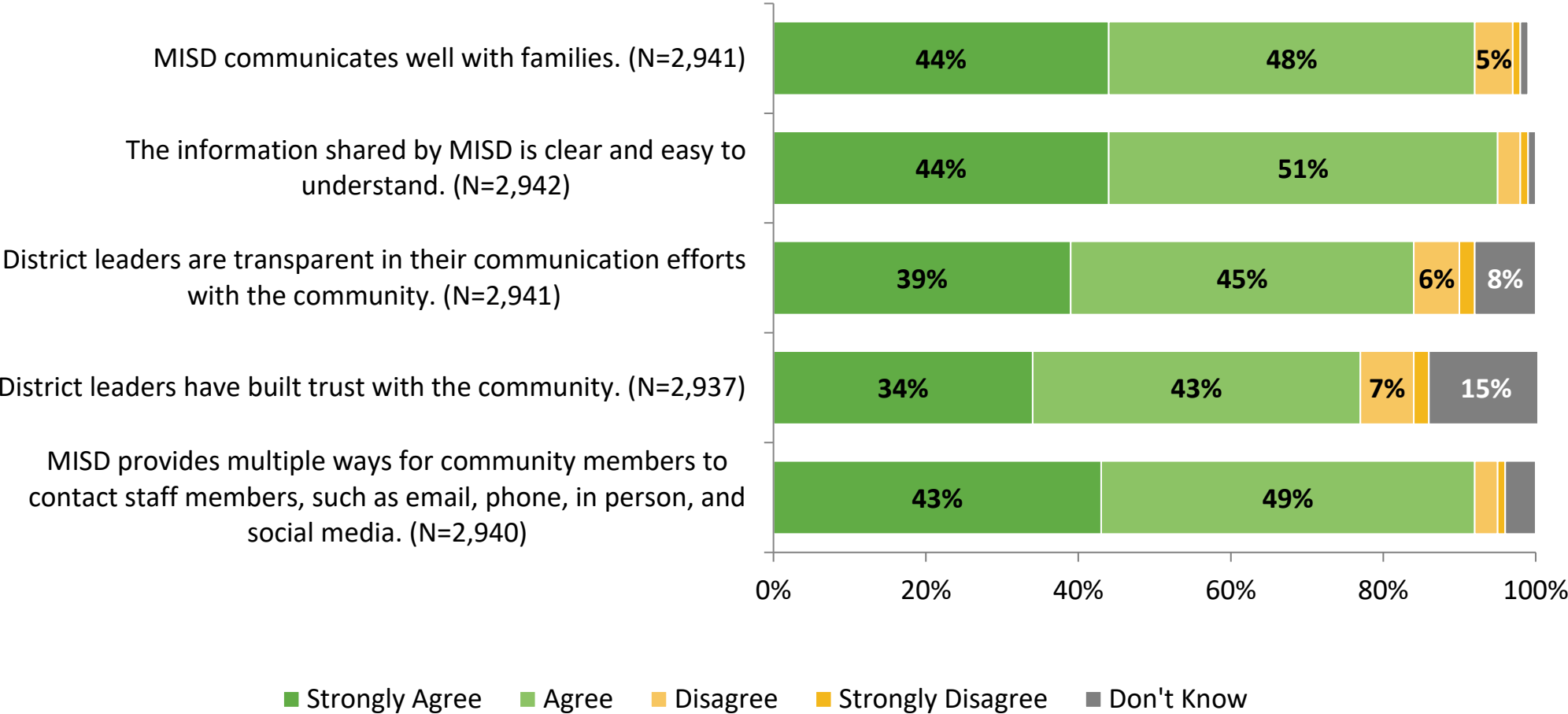


Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

Note: Only parents/guardians and staff members answered these questions. The text varied slightly for each survey. This wording is from the parent survey.

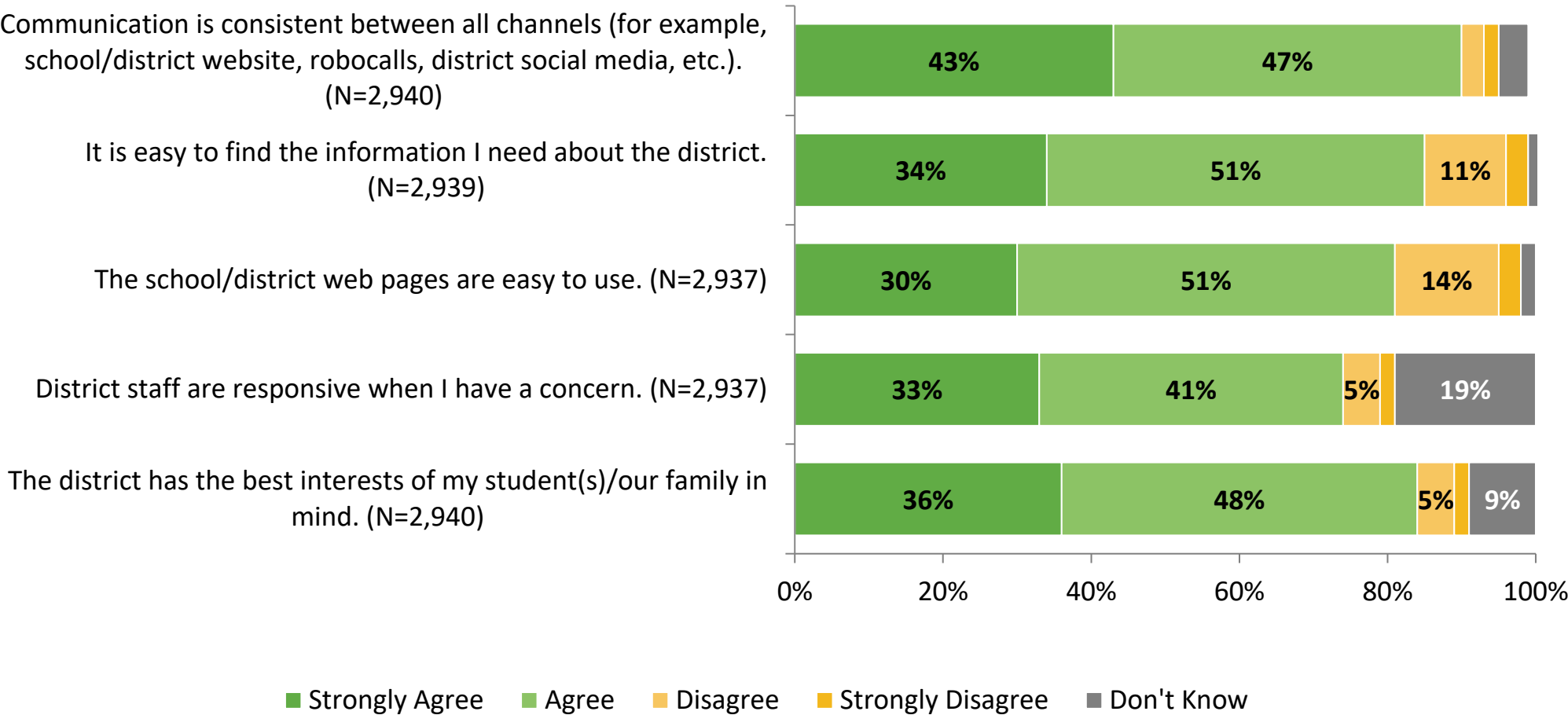
MISD Communication and Customer Service

How strongly do you agree or disagree with the following statements?



MISD Communication and Customer Service (Continued)

How strongly do you agree or disagree with the following statements?



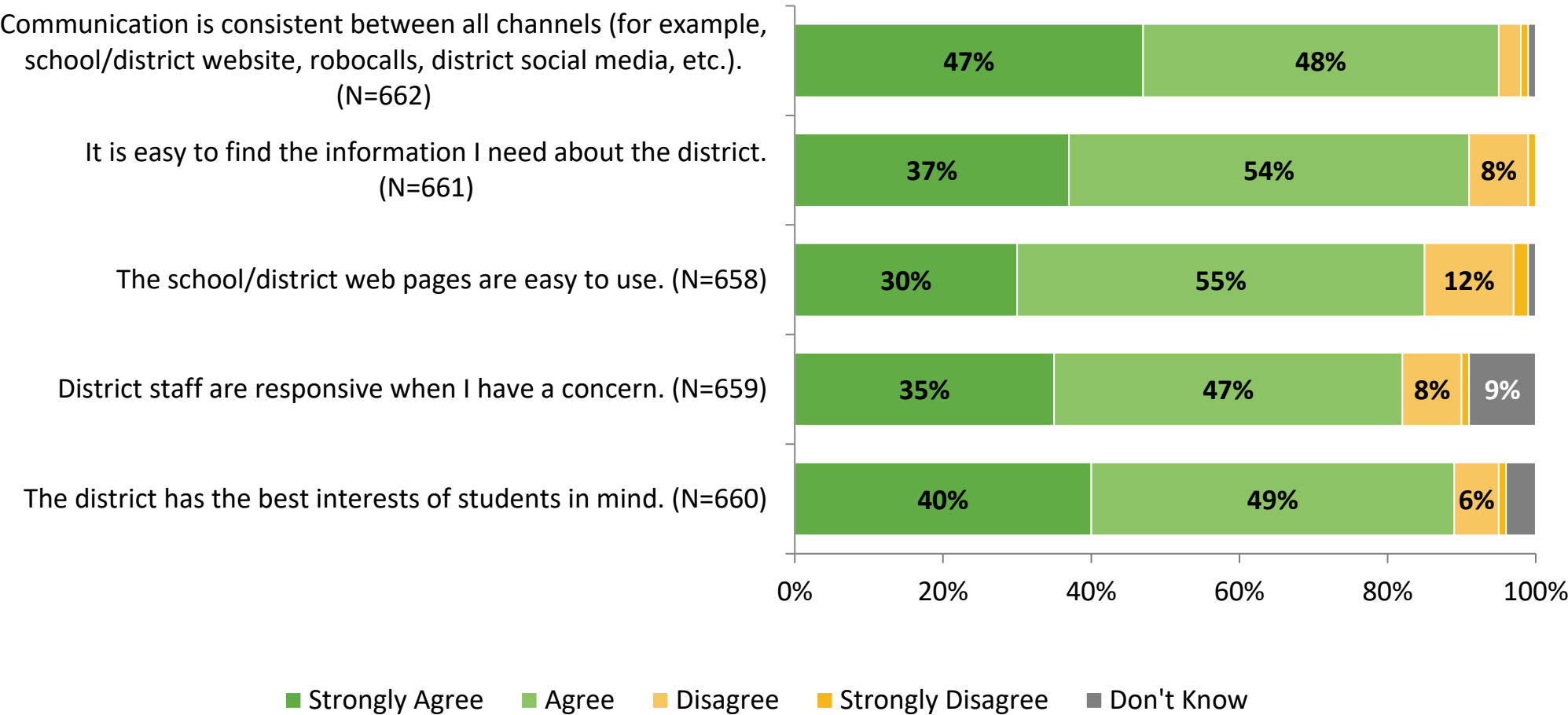
MISD Communication and Customer Service

How strongly do you agree or disagree are with the following statements?



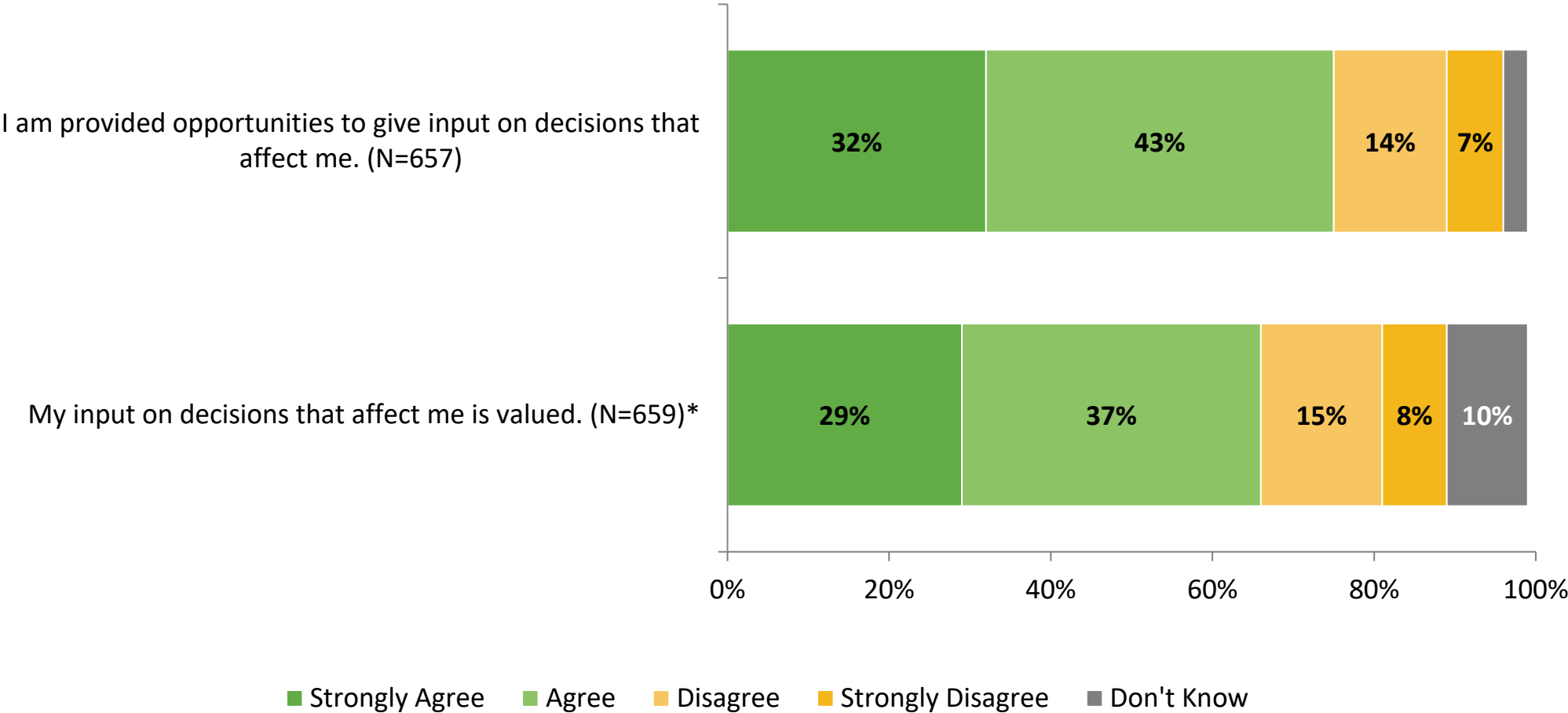
MISD Communication and Customer Service (Continued)

How strongly do you agree or disagree are with the following statements?



MISD Communication and Customer Service (Continued)

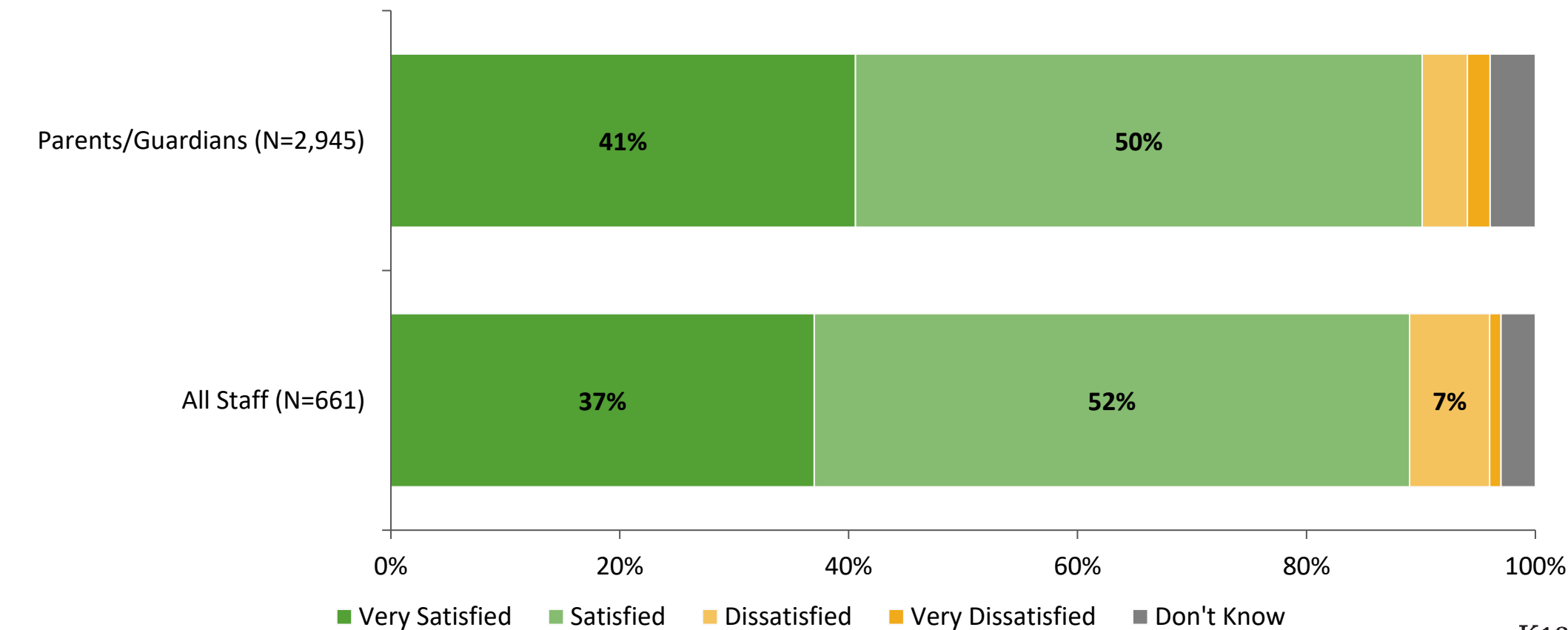
How strongly do you agree or disagree are with the following statements?



Note: Only staff members answered these questions.

Satisfaction With MISD Customer Service: Comparison by Participant Group

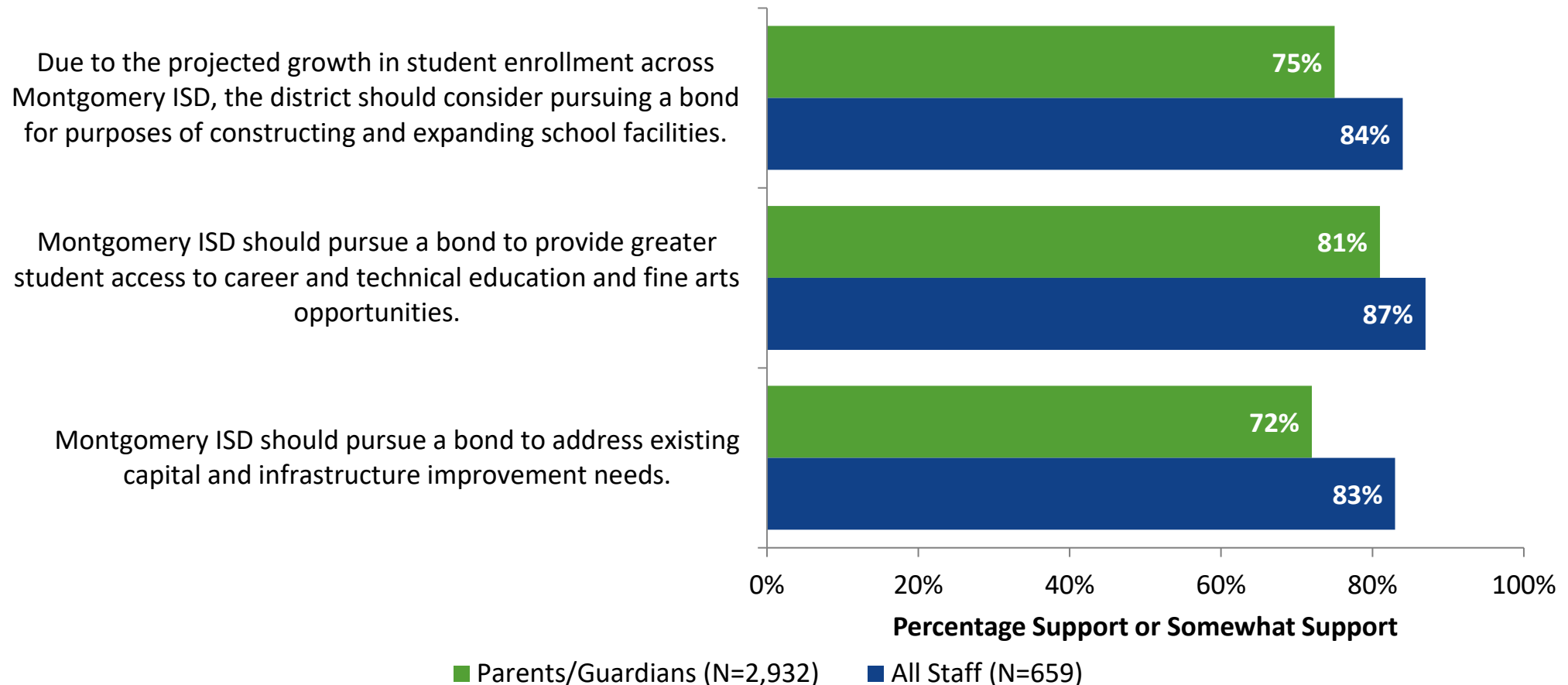
Overall, how satisfied or dissatisfied are you with the quality of customer service Montgomery ISD provides to you and your family?



Note: Only parents/guardians and staff members answered this question.

MISD Bonds: Comparison by Participant Group

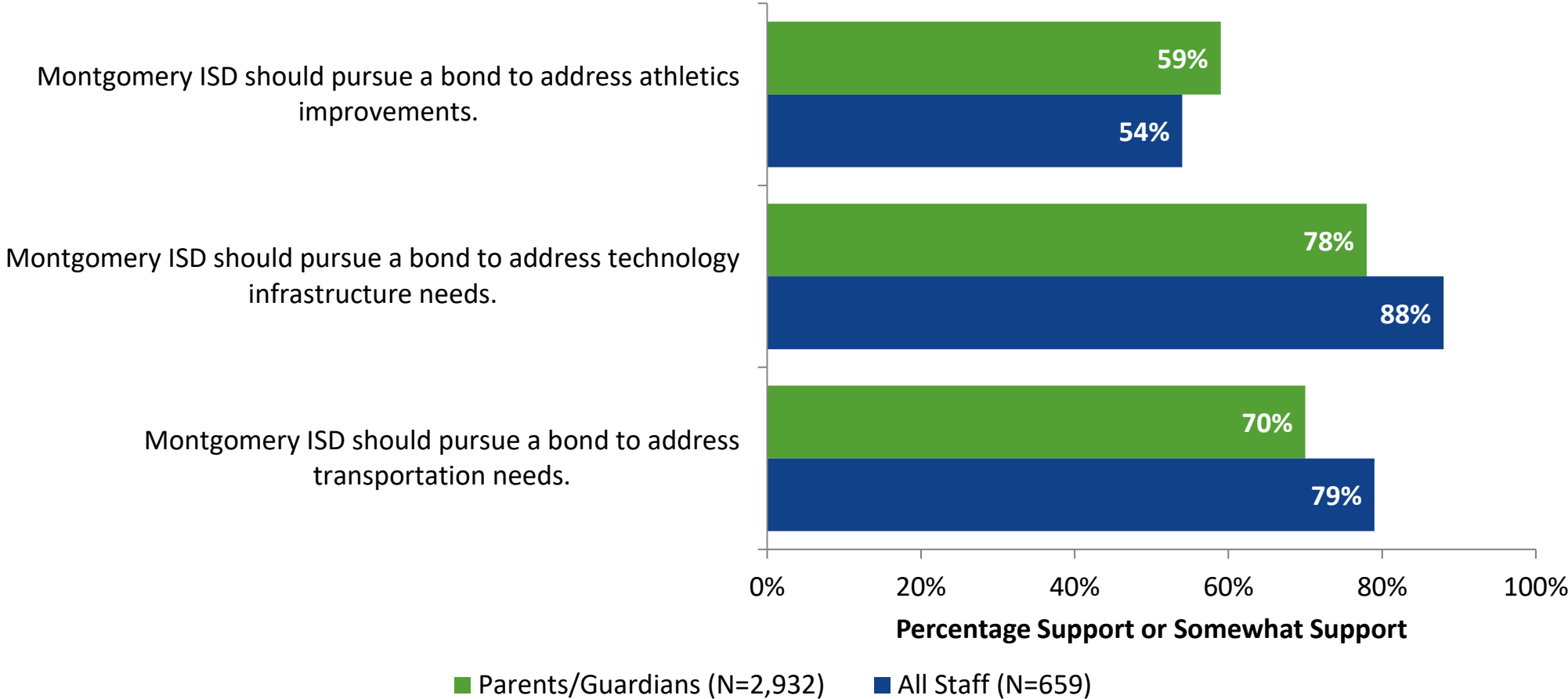
Please indicate your degree of support for the following statements.



Answer options: Support, Somewhat Support, Neither Support nor Against, Somewhat Against, Against
Note: Only parents/guardians and staff members answered these questions.

MISD Bonds: Comparison by Participant Group (Continued)

Please indicate your degree of support for the following statements.



Answer options: Support, Somewhat Support, Neither Support nor Against, Somewhat Against, Against
Note: Only parents/guardians and staff members answered these questions.

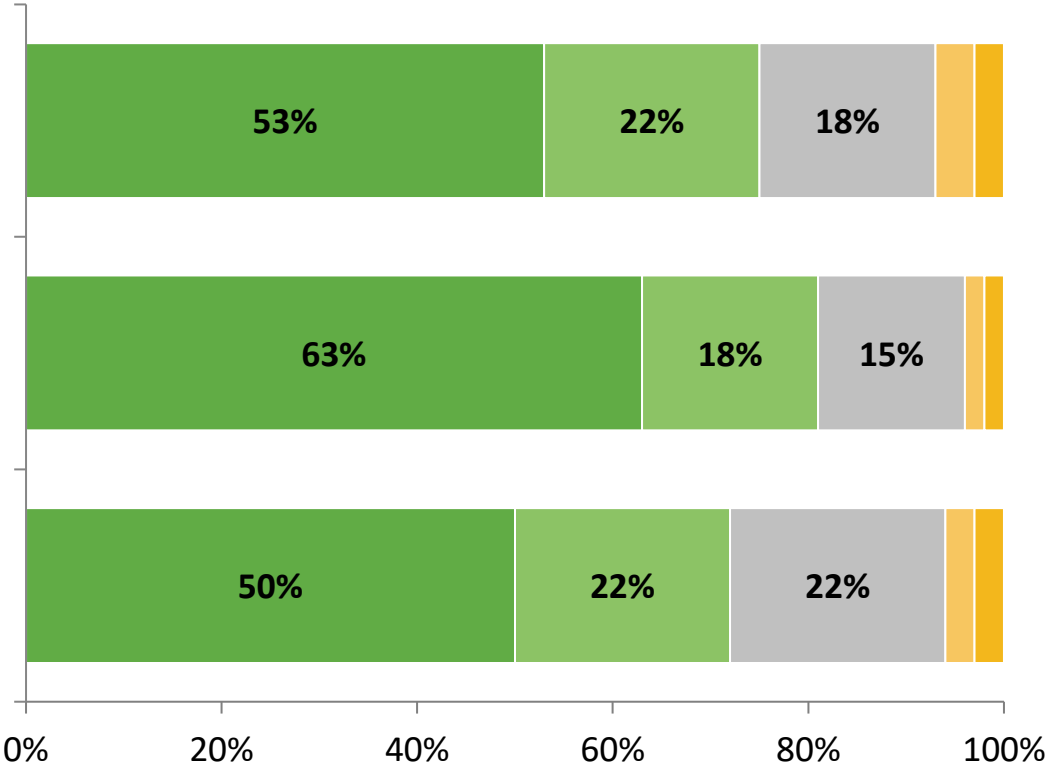
MISD Bonds

Please indicate your degree of support for the following statements.

Due to the projected growth in student enrollment across Montgomery ISD, the district should consider pursuing a bond for purposes of constructing and expanding school facilities. (N=2,936)

Montgomery ISD should pursue a bond to provide greater student access to career and technical education and fine arts opportunities. (N=2,934)

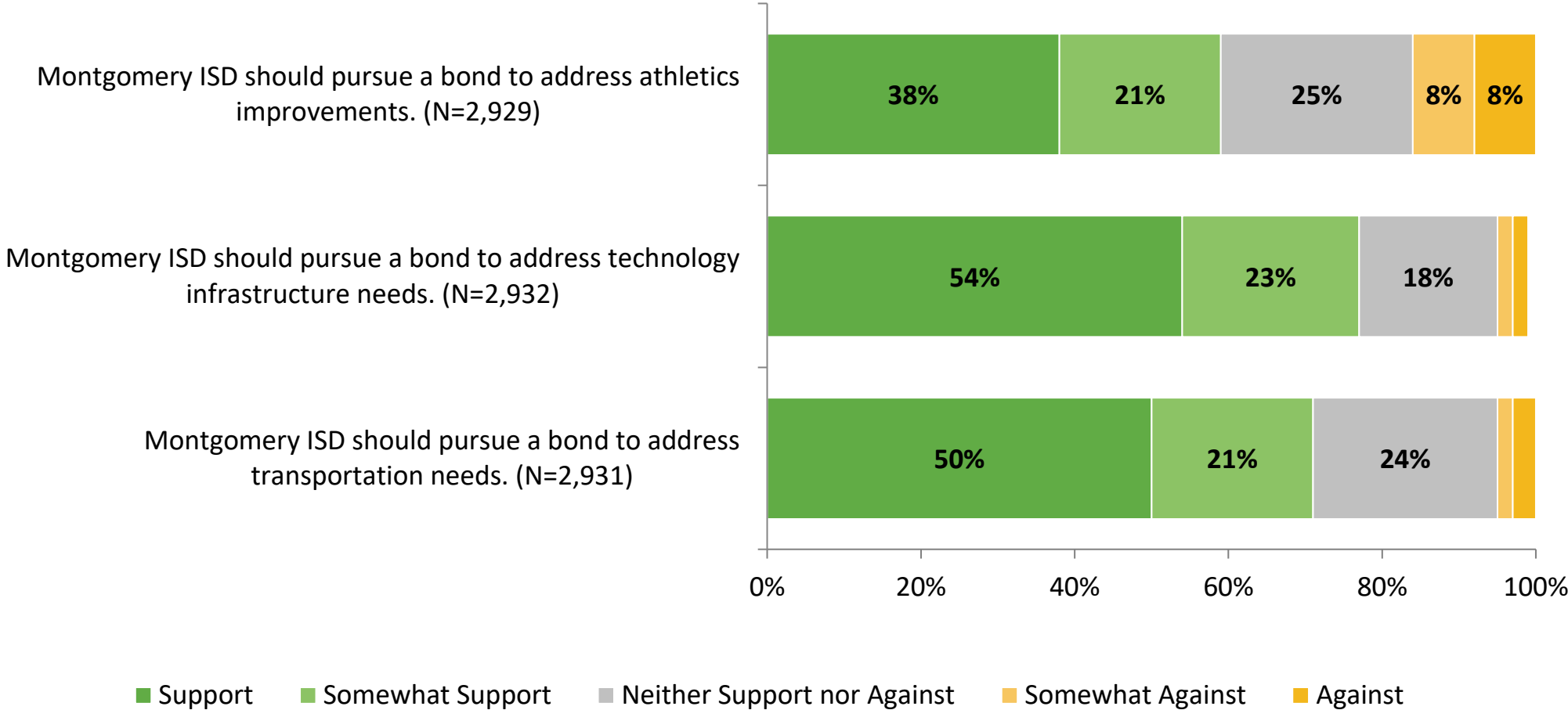
Montgomery ISD should pursue a bond to address existing capital and infrastructure improvement needs. (N=2,931)



■ Support ■ Somewhat Support ■ Neither Support nor Against ■ Somewhat Against ■ Against

MISD Bonds (Continued)

Please indicate your degree of support for the following statements.



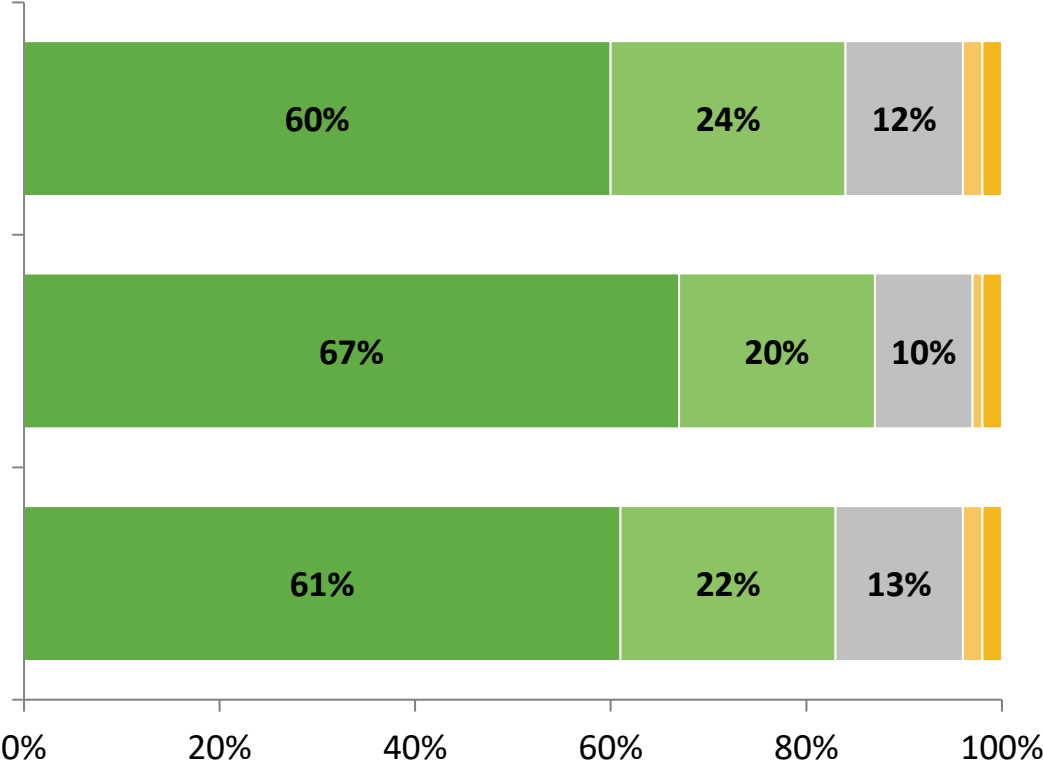
MISD Bonds

Please indicate your degree of support for the following statements.

Due to the projected growth in student enrollment across Montgomery ISD, the district should consider pursuing a bond for purposes of constructing and expanding school facilities. (N=659)

Montgomery ISD should pursue a bond to provide greater student access to career and technical education and fine arts opportunities. (N=660)

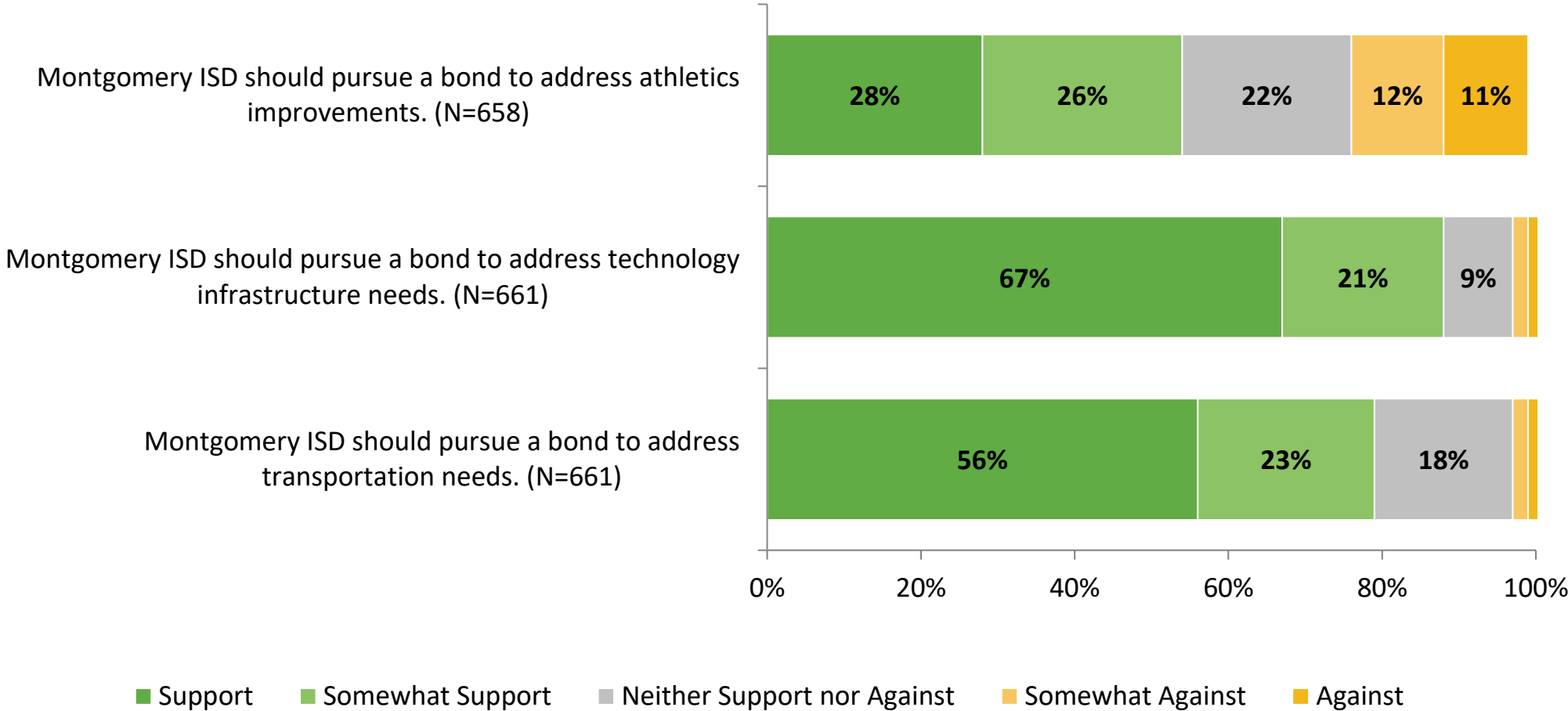
Montgomery ISD should pursue a bond to address existing capital and infrastructure improvement needs. (N=655)



Support Somewhat Support Neither Support nor Against Somewhat Against Against

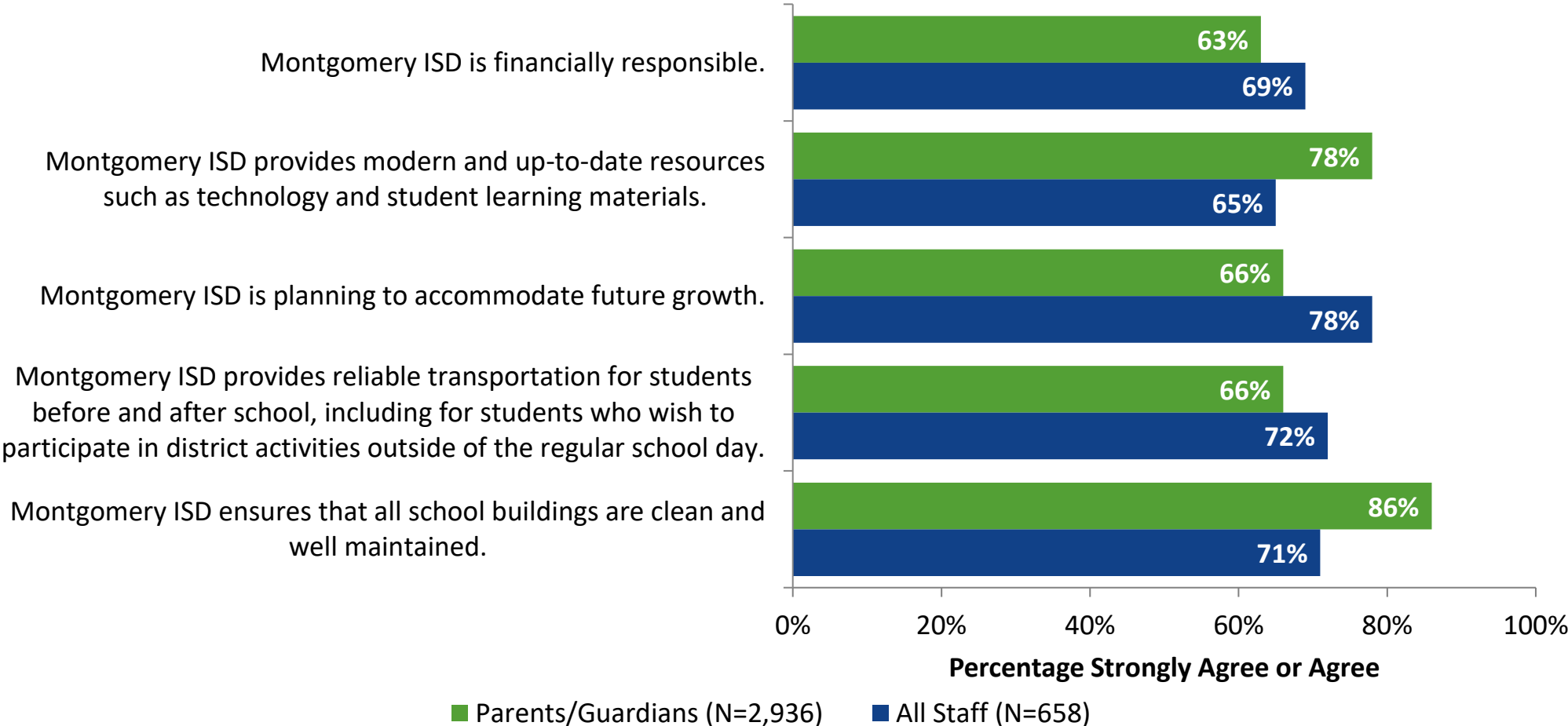
MISD Bonds (Continued)

Please indicate your degree of support for the following statements.



MISD Finances and Operations: Comparison by Participant Group

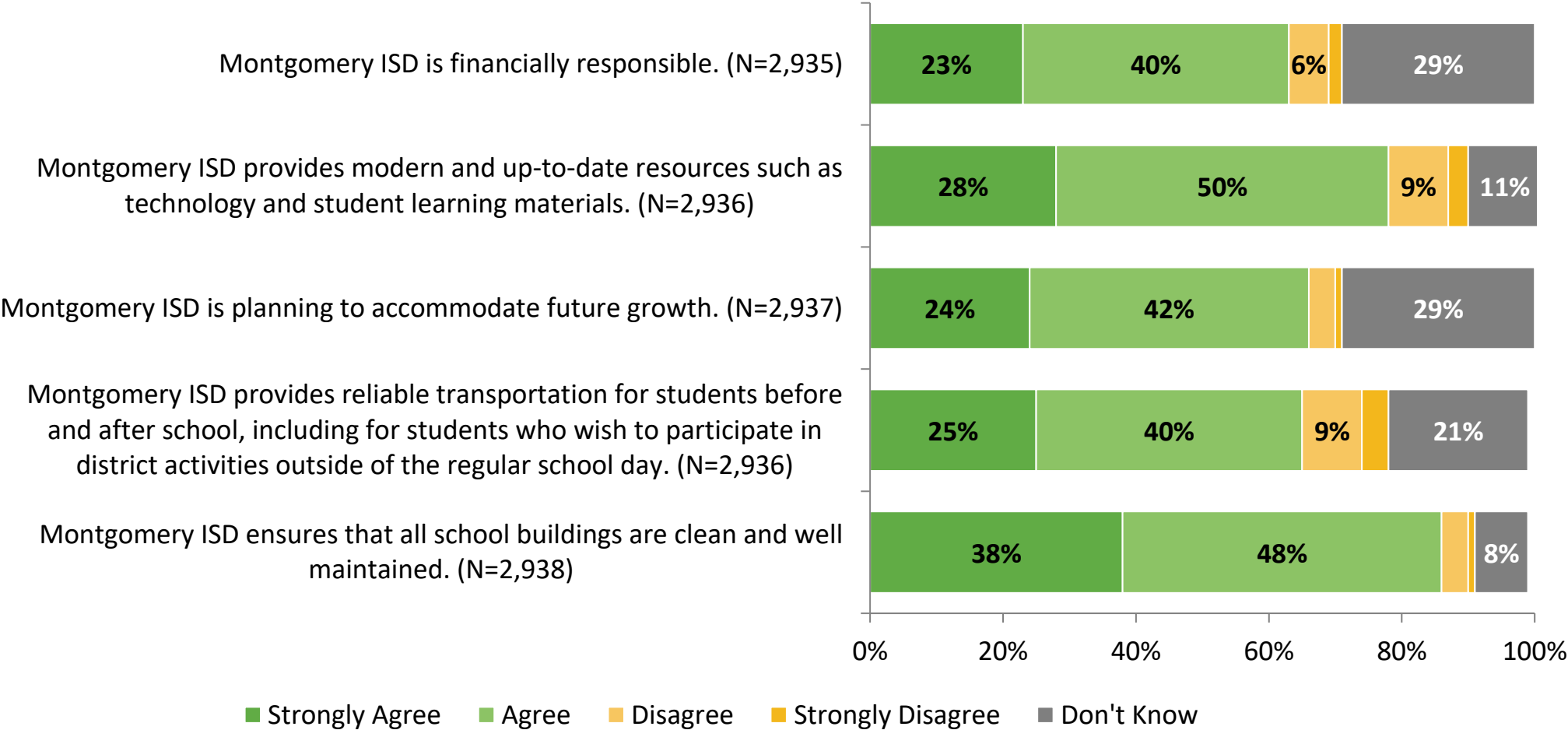
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know
Note: Only parents/guardians and staff members answered these questions.

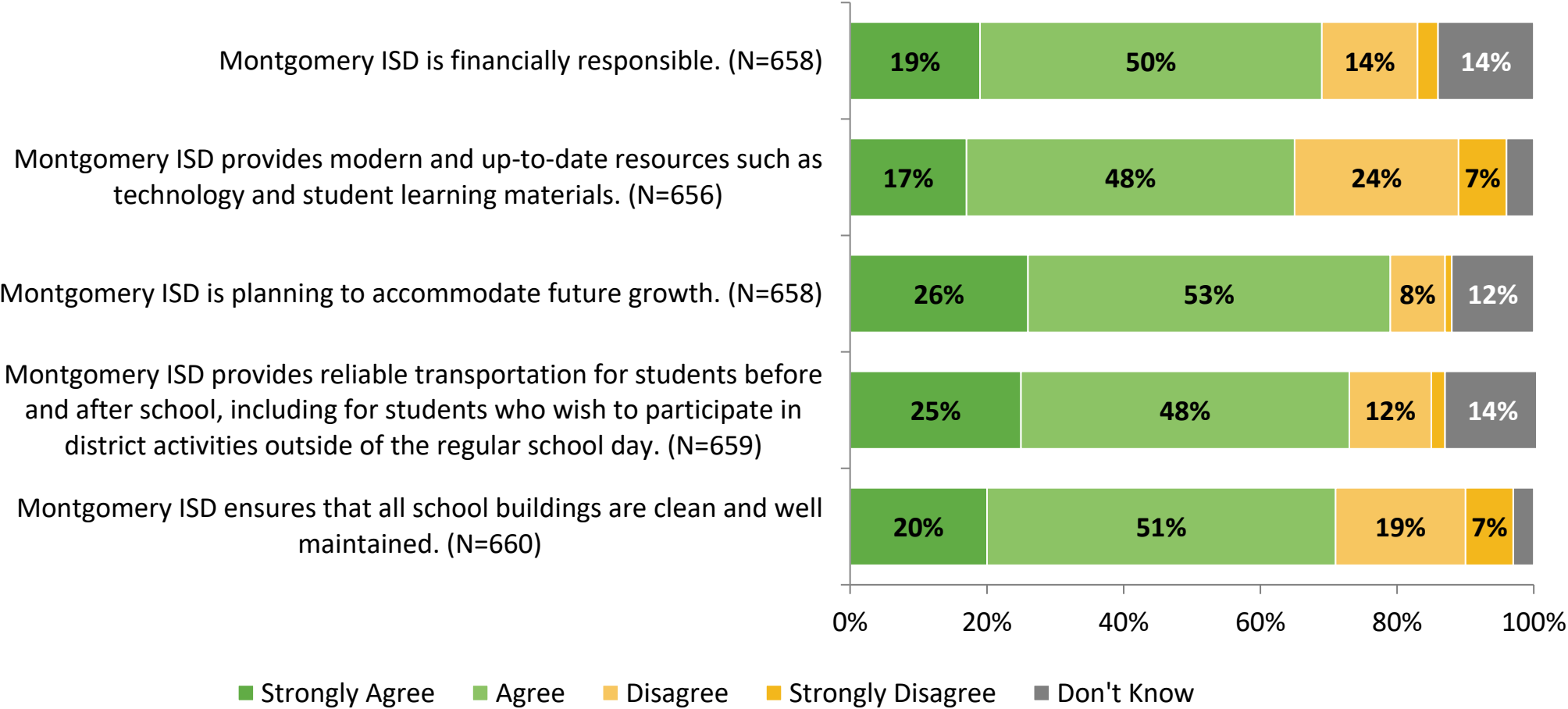
MISD Finances and Operations

How strongly do you agree or disagree with the following statements?



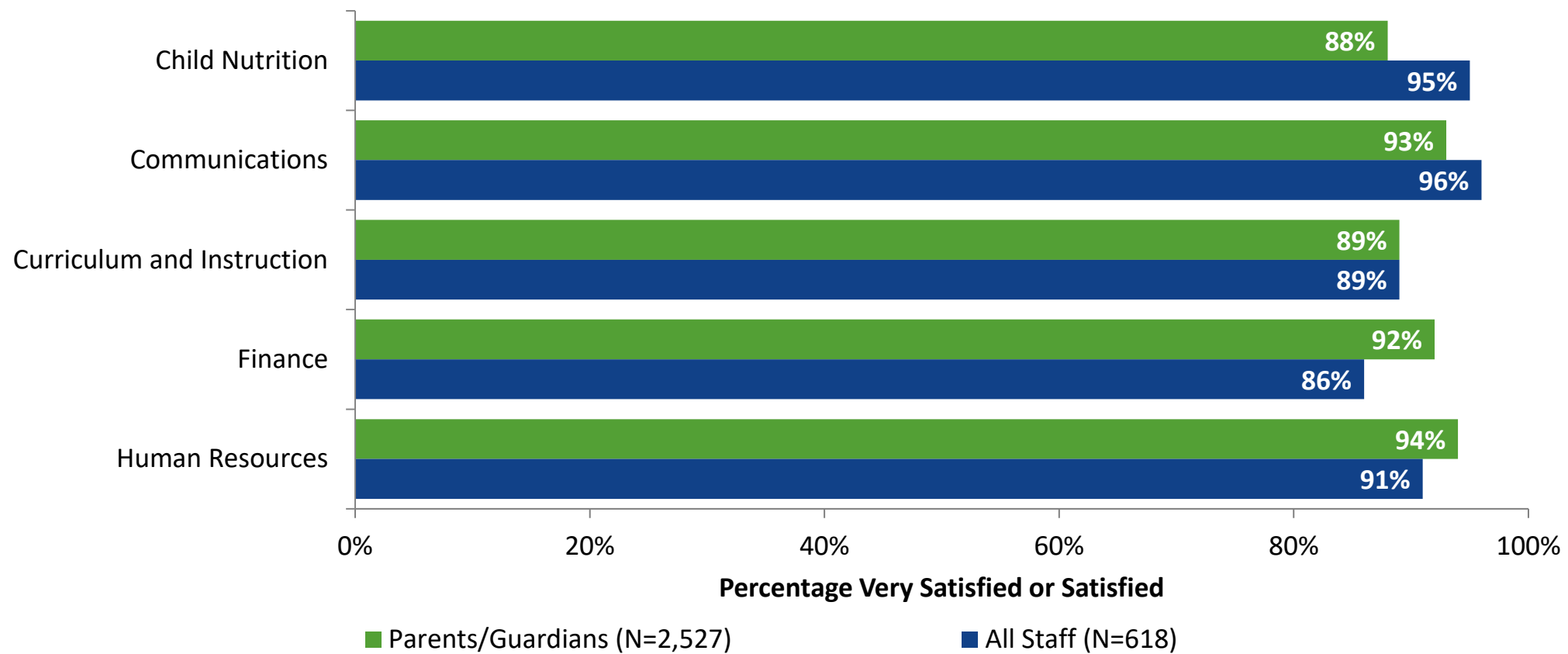
MISD Finances and Operations

How strongly do you agree or disagree with the following statements?



Satisfaction With District Departments: Comparison by Participant Group

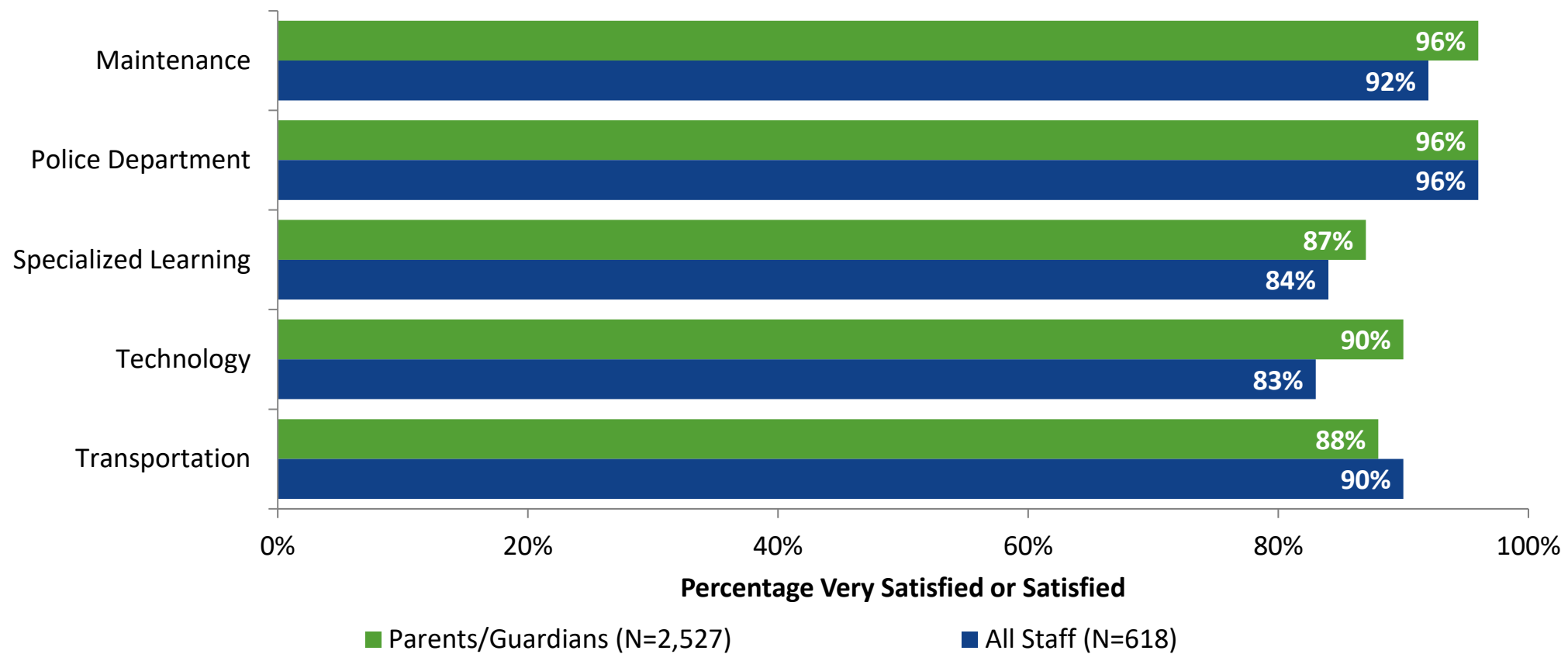
Overall, how satisfied or dissatisfied are you with each of the following departments below?



Answer options: Very Satisfied, Satisfied, Dissatisfied, Very Dissatisfied, Not Applicable
Notes: Only parents/guardians and staff members answered these questions. Not Applicable responses have been excluded from calculations.

Satisfaction With District Departments: Comparison by Participant Group (Continued)

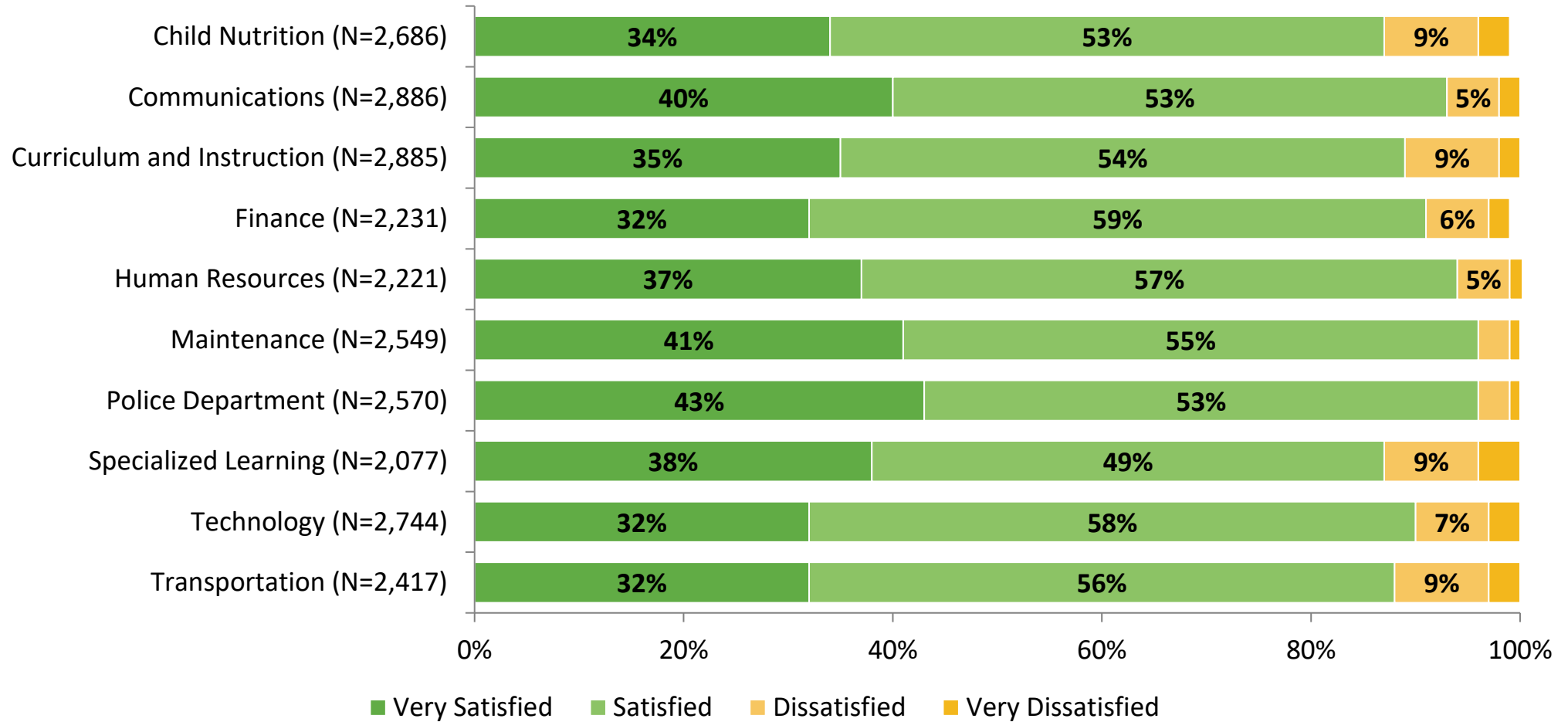
Overall, how satisfied or dissatisfied are you with each of the following departments below?



Answer options: Very Satisfied, Satisfied, Dissatisfied, Very Dissatisfied, Not Applicable
Notes: Only parents/guardians and staff members answered these questions. Not Applicable responses have been excluded from calculations.

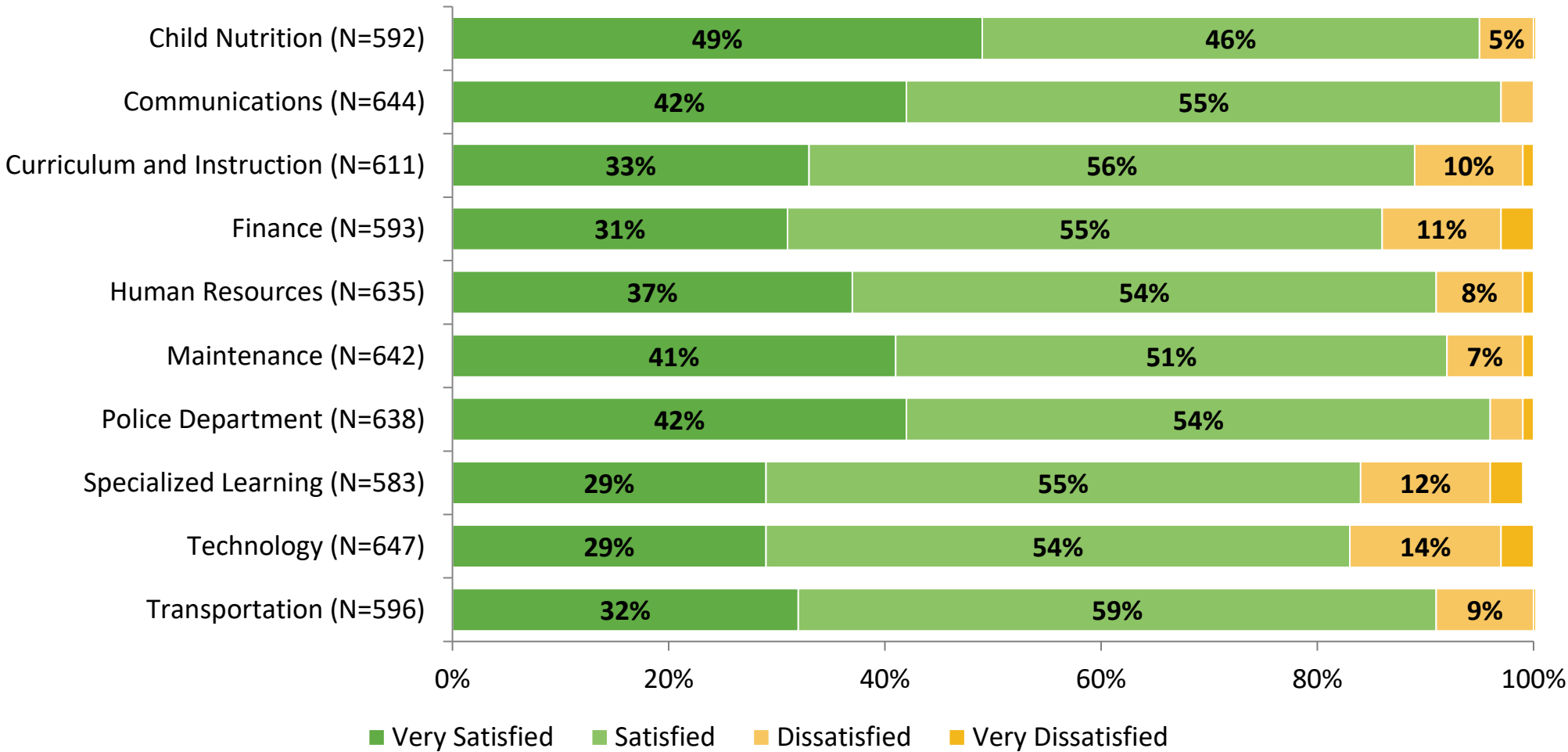
Satisfaction With District Departments

Overall, how satisfied or dissatisfied are you with each of the following departments below?



Satisfaction With District Departments

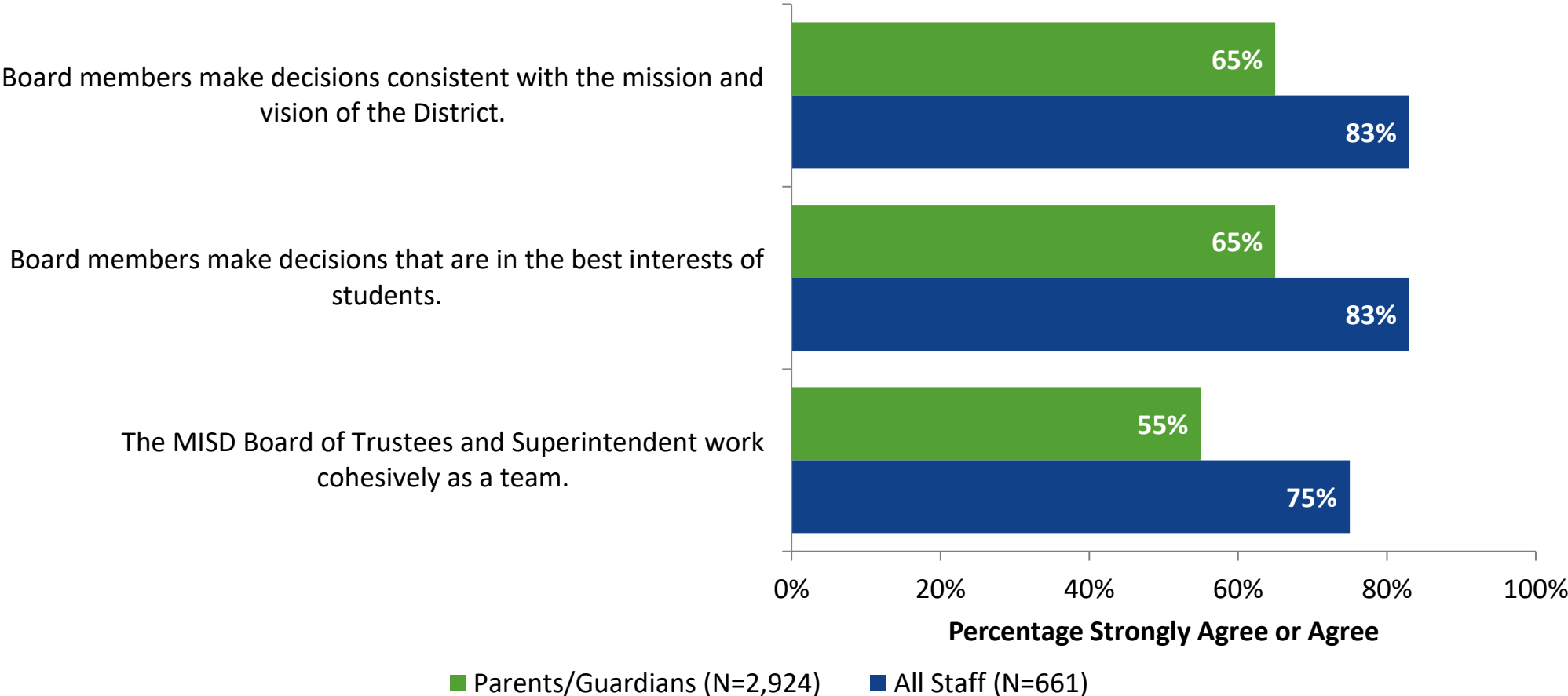
Overall, how satisfied or dissatisfied are you with each of the following departments below?



Note: Not Applicable responses have been excluded from calculations.

Board of Education: Comparison by Participant Group

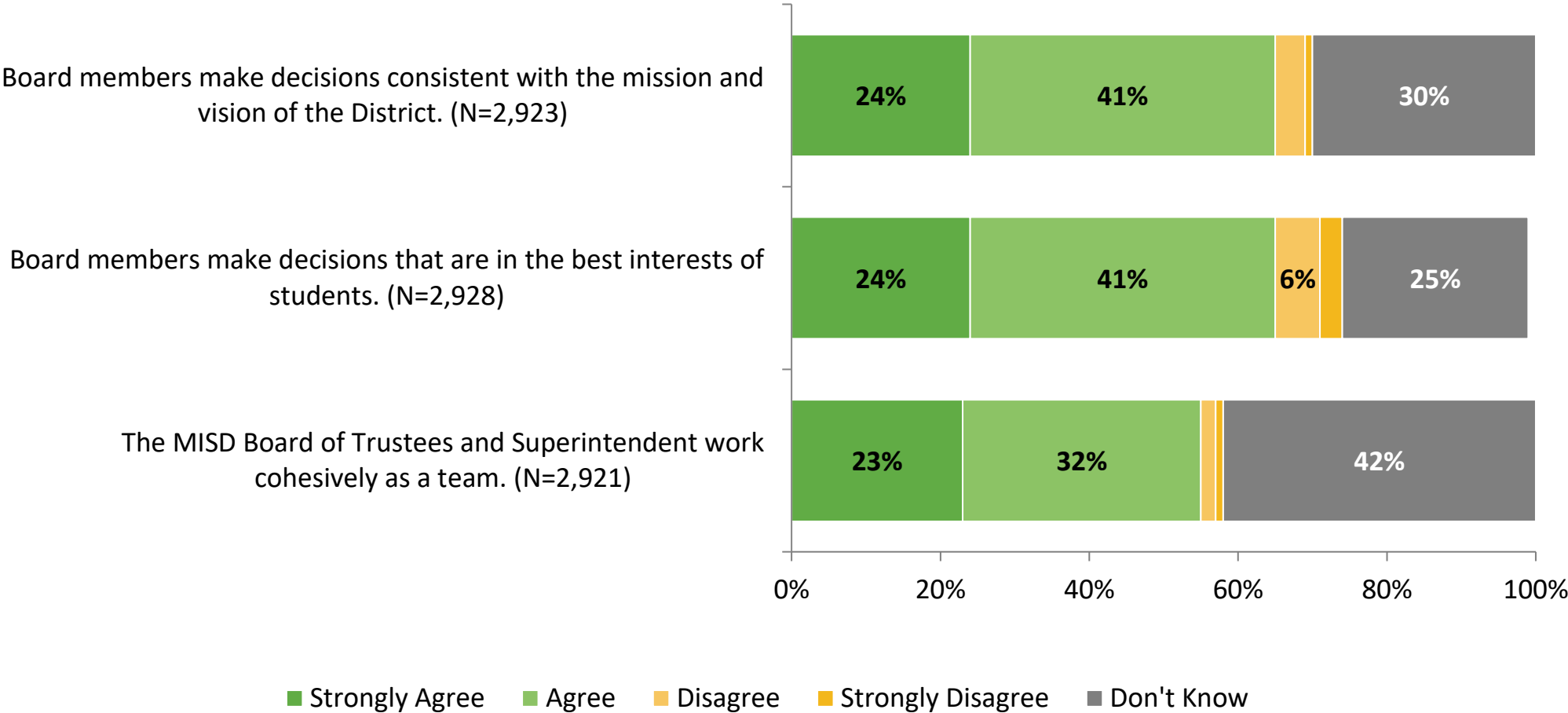
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know
Note: Only parents/guardians and staff members answered these questions.

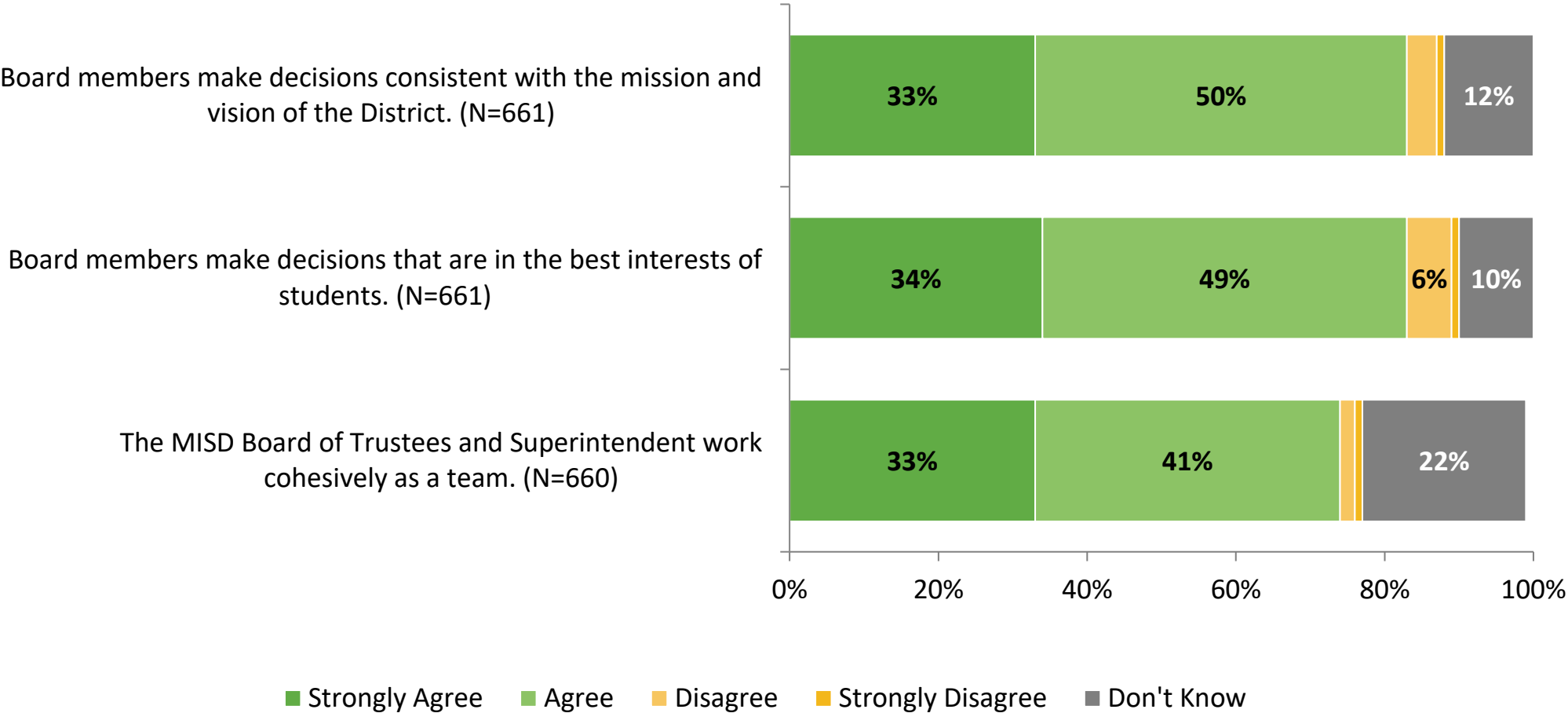
Board of Education

How strongly do you agree or disagree with the following statements?



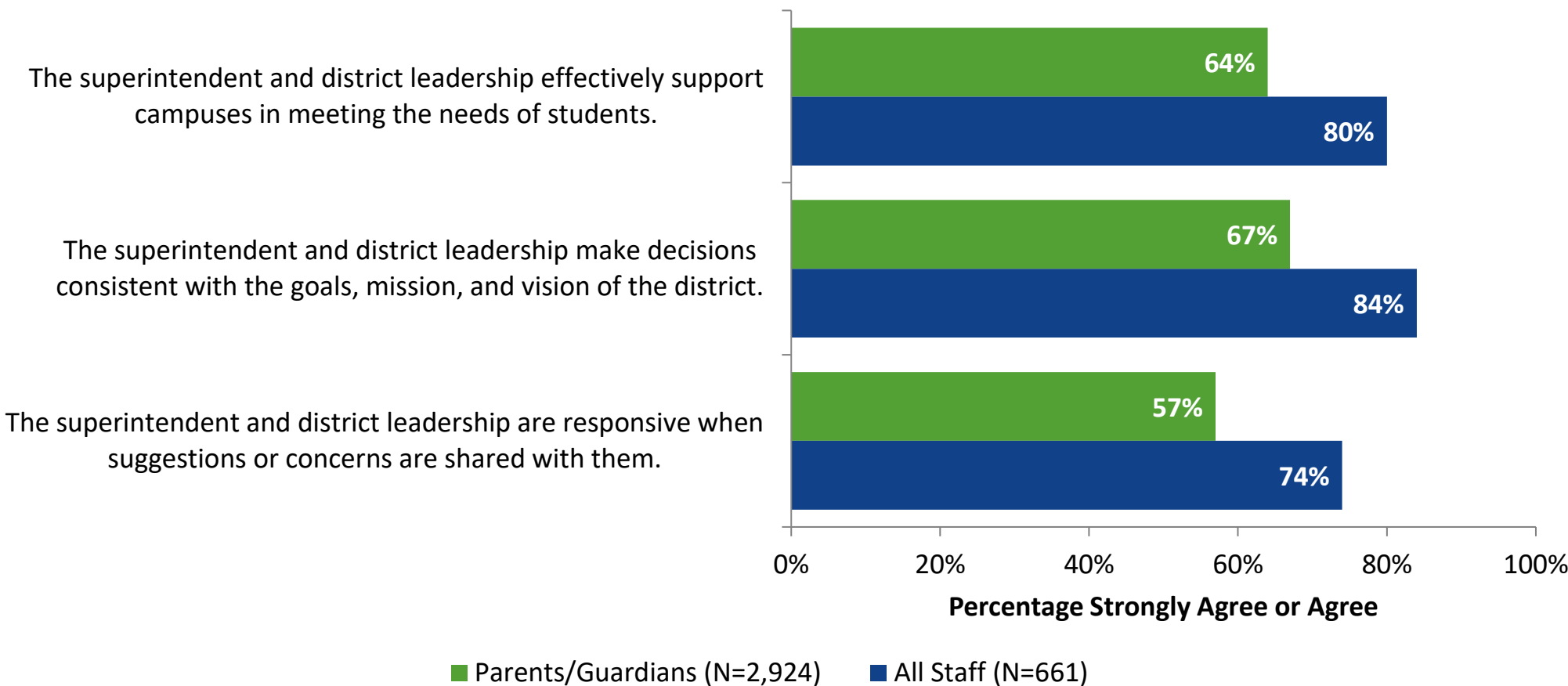
Board of Education

How strongly do you agree or disagree with the following statements?



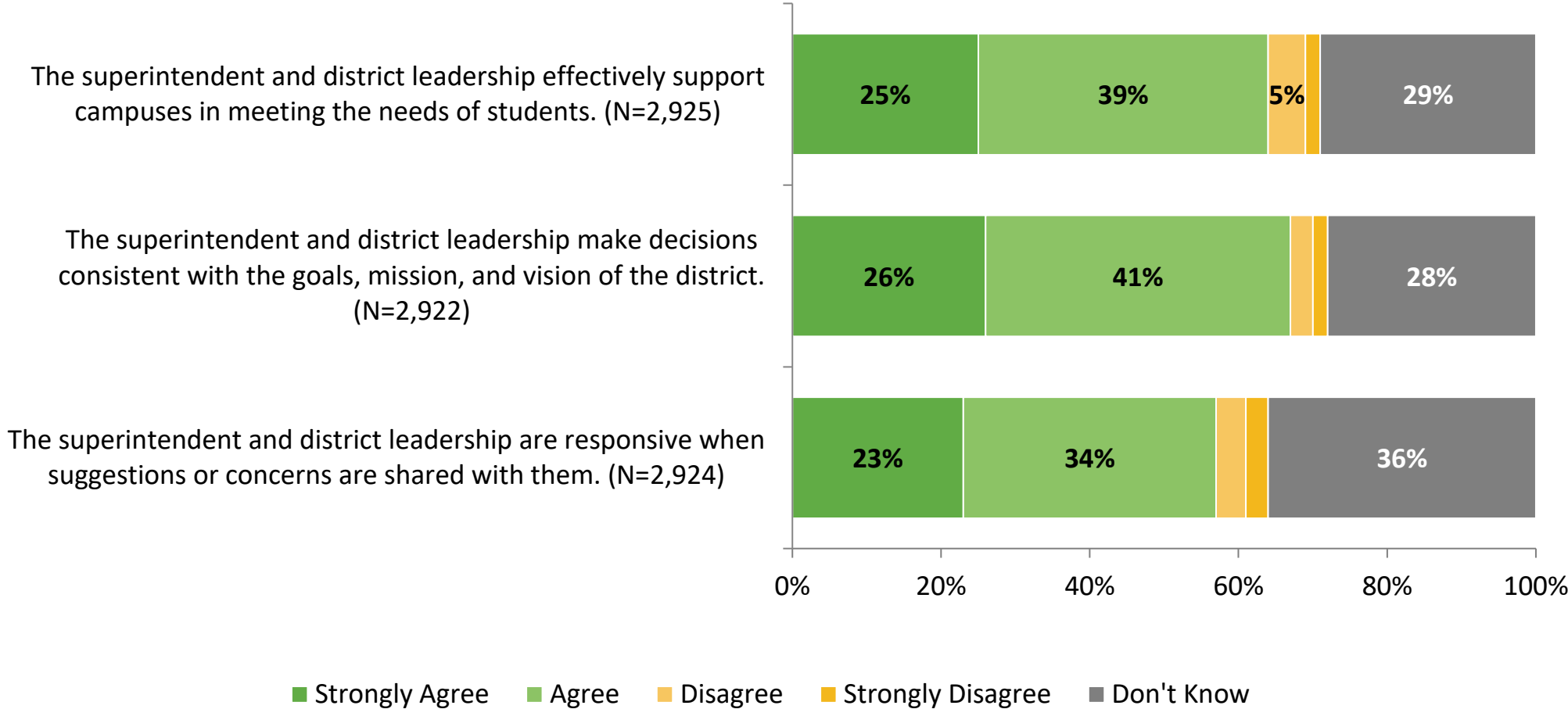
Superintendent and District Leadership: Comparison by Participant Group

How strongly do you agree or disagree with the following statements?



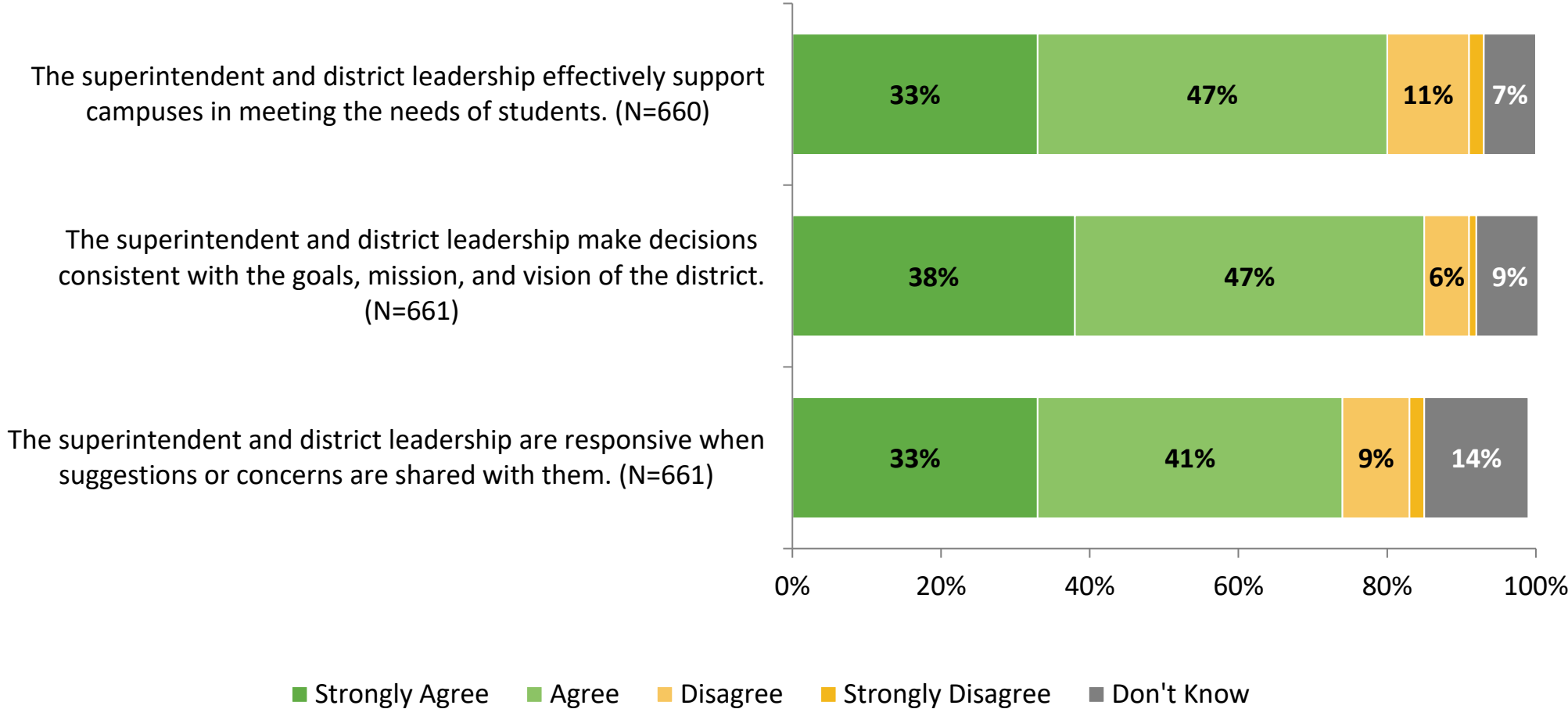
Superintendent and District Leadership

How strongly do you agree or disagree with the following statements?



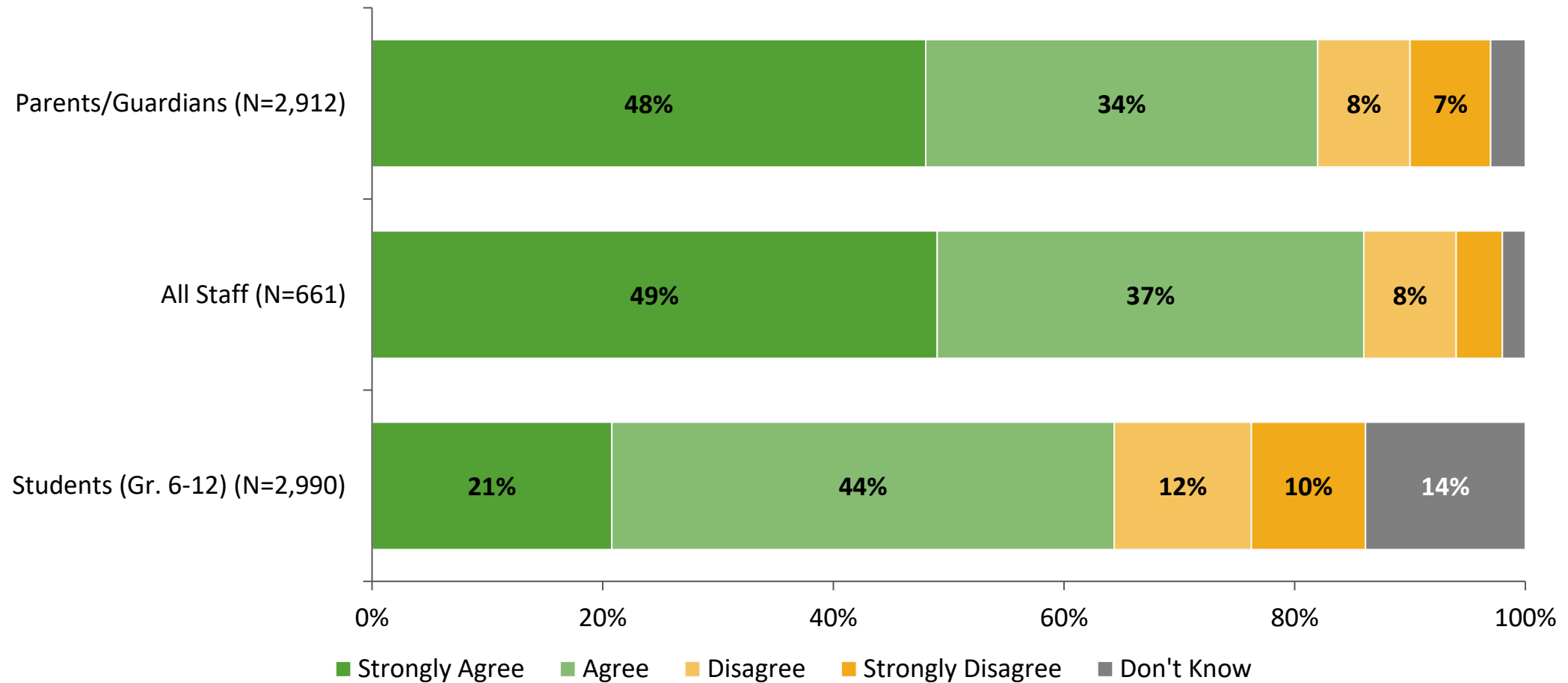
Superintendent and District Leadership

How strongly do you agree or disagree with the following statements?



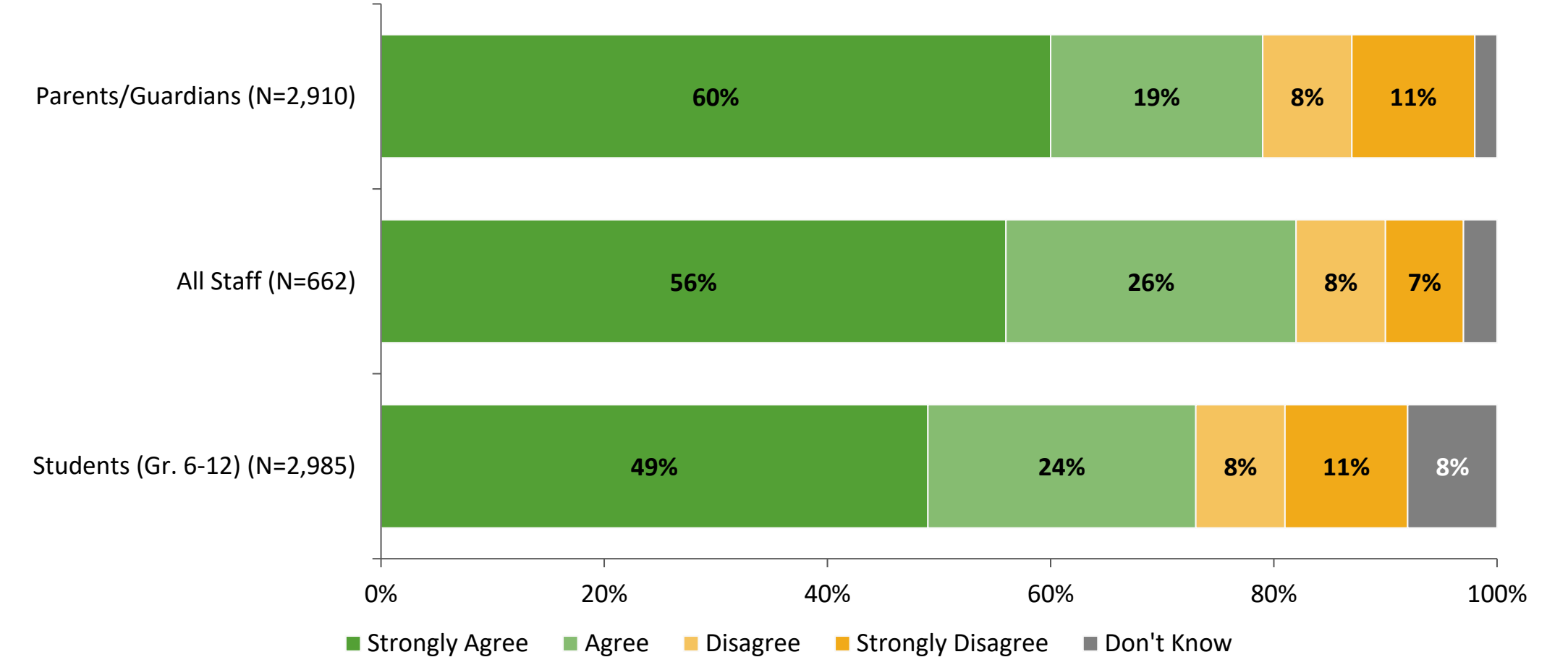
Health & Safety Measures: Comparison by Participant Group

How strongly do you agree or disagree with the following statement? Montgomery ISD implemented the necessary health and safety measures in response to COVID-19.



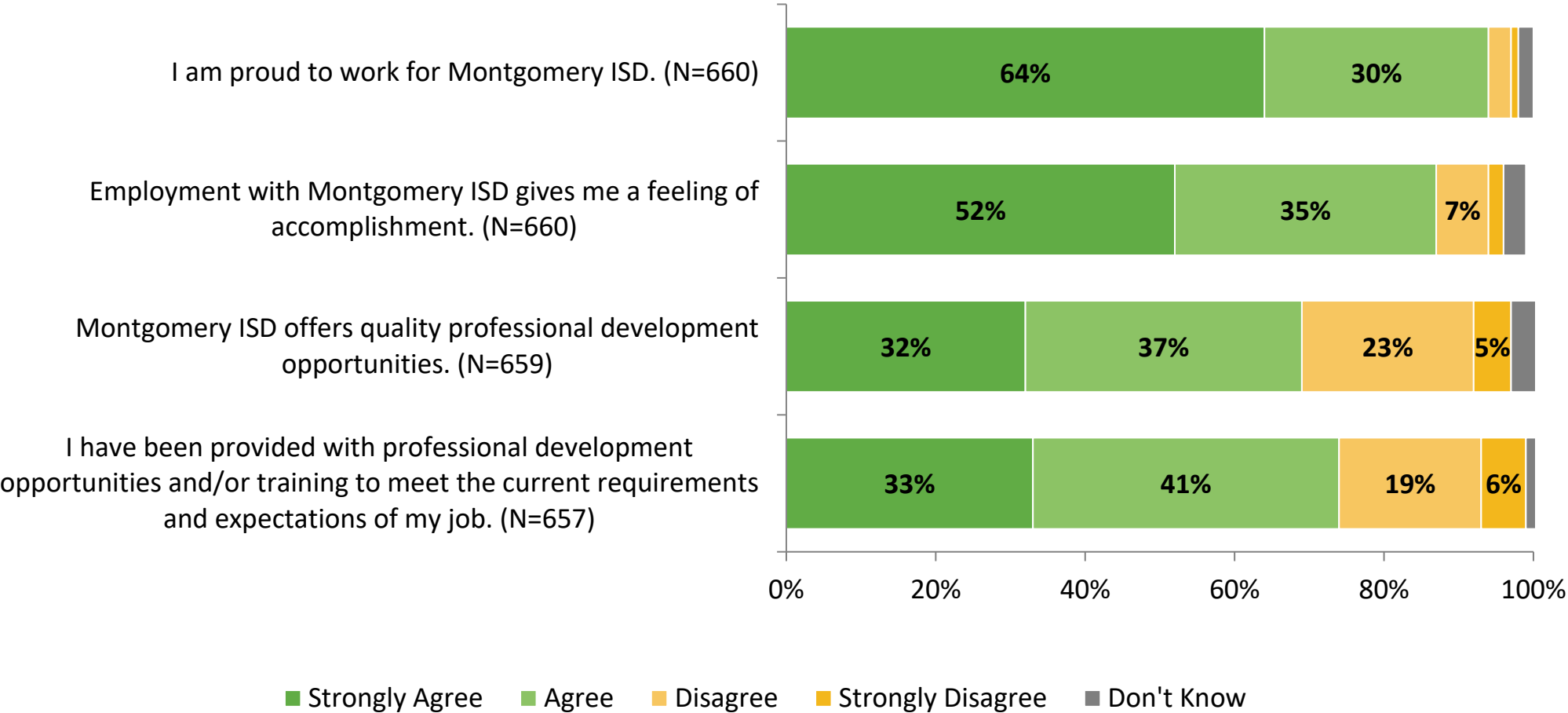
Mask Policy: Comparison by Participant Group

In March 2021, the MISD Board of Trustees voted to make masks or face coverings optional, effective May 31, 2021. How strongly do you agree or disagree with this decision?



Employee Experience

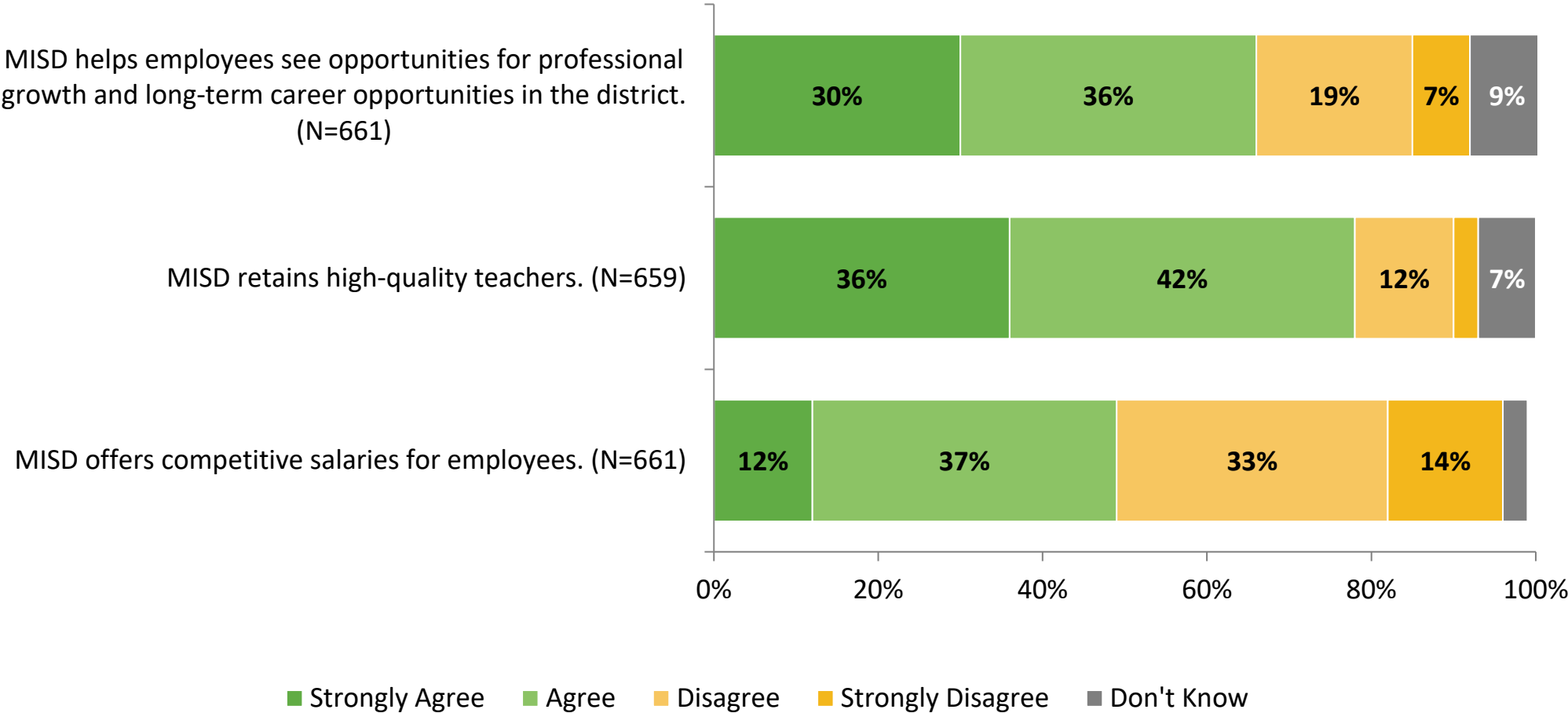
How strongly do you agree or disagree with the following statements?



Note: Only staff members answered these questions.

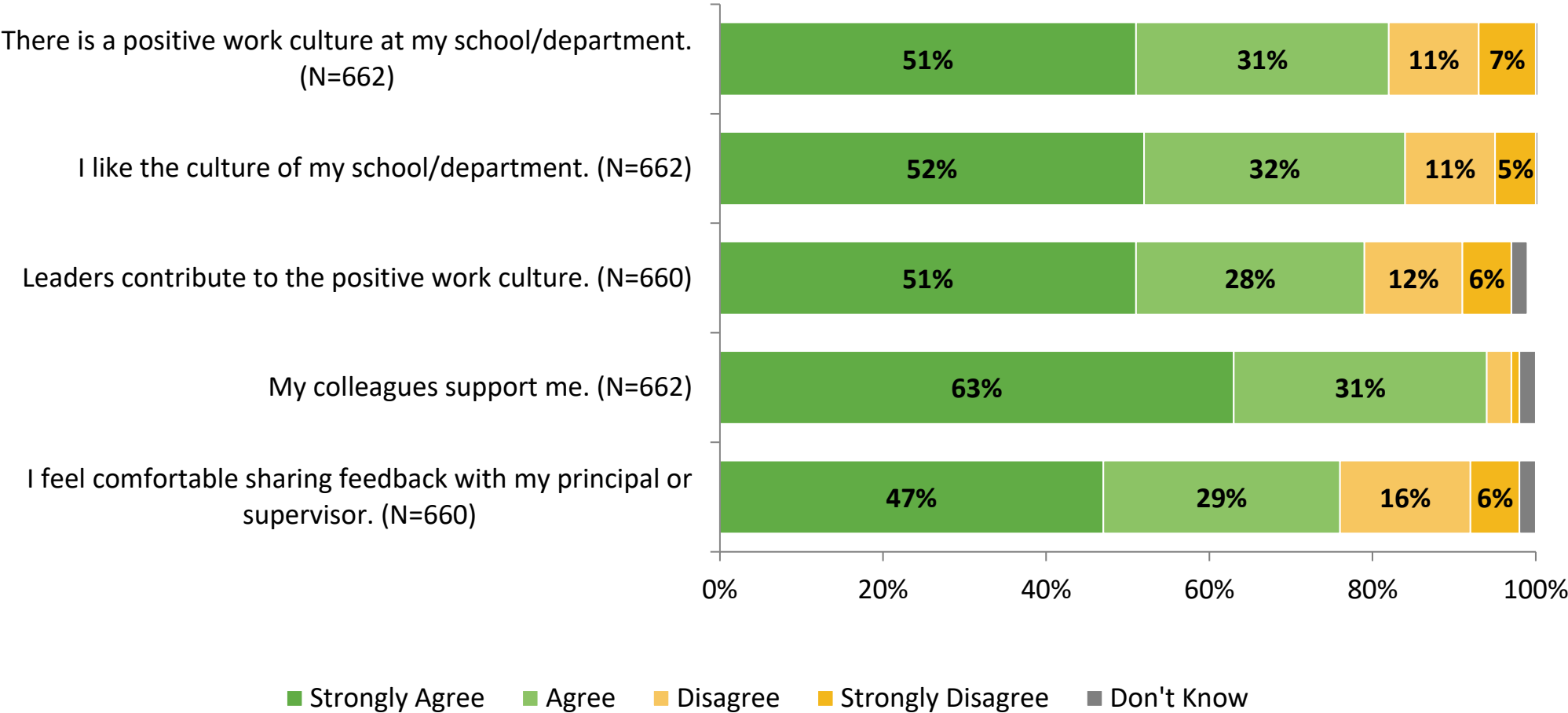
Employee Experience (Continued)

How strongly do you agree or disagree with the following statements?



Work Environment

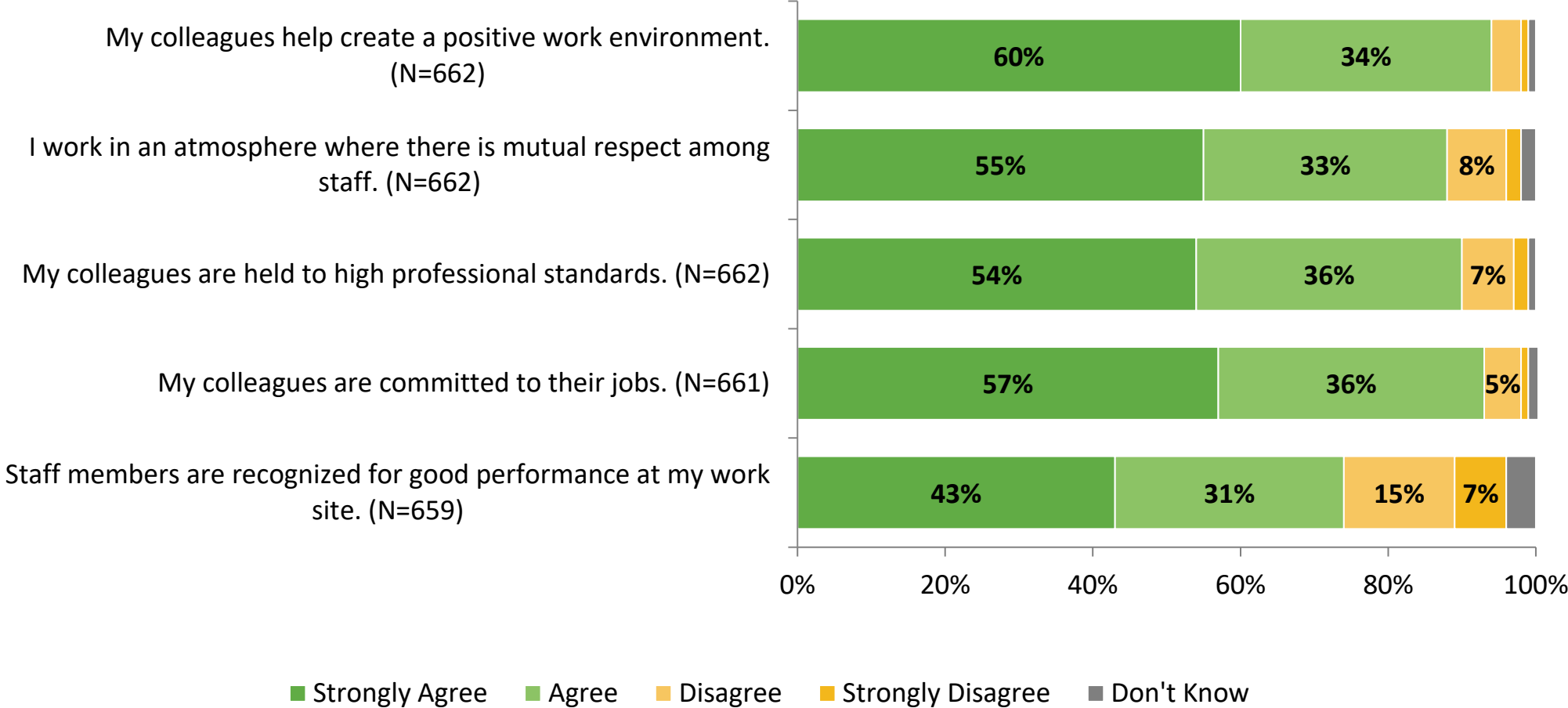
How strongly do you agree or disagree with the following statements?



Note: Only staff members answered these questions.

Work Environment (Continued)

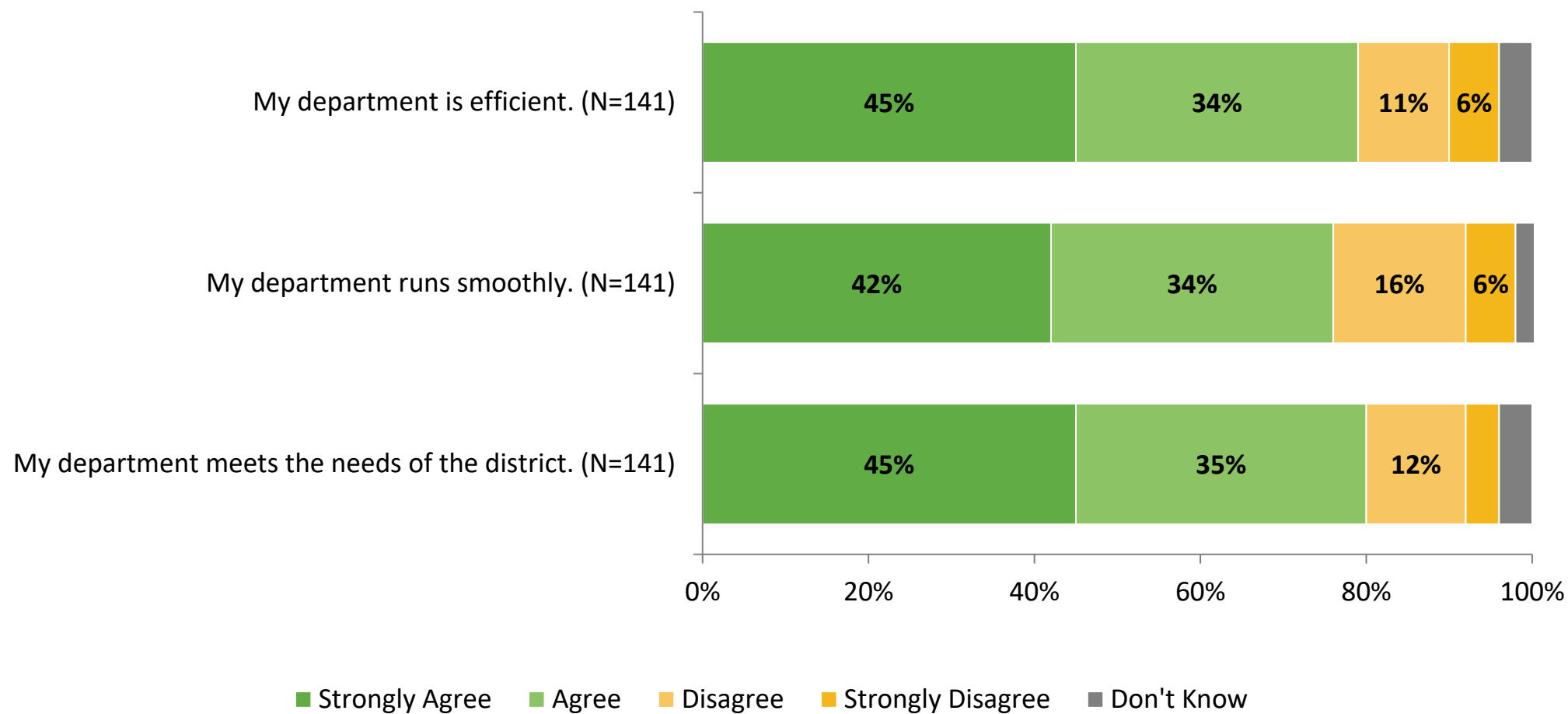
How strongly do you agree or disagree with the following statements?



Note: Only staff members answered these questions.

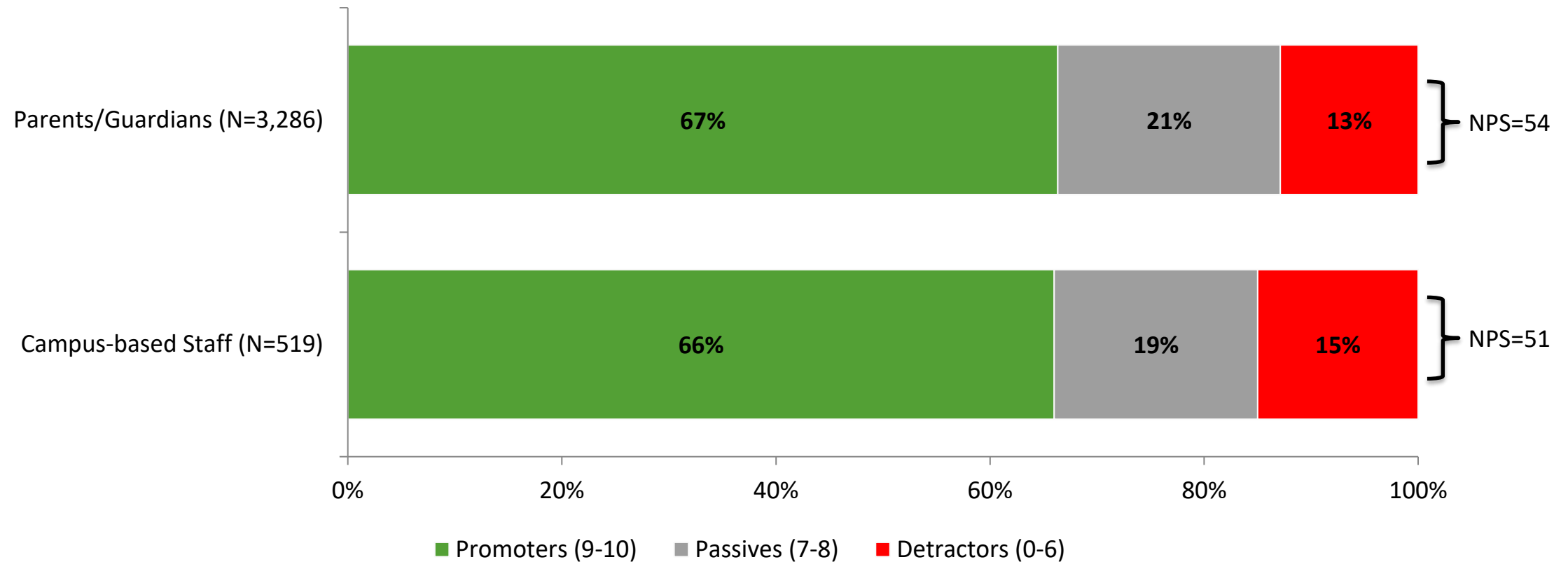
Non-campus-based Staff District Department Experience

How strongly do you agree or disagree with the following statements?



Net Promoter Score — School: Comparison by Participant Group

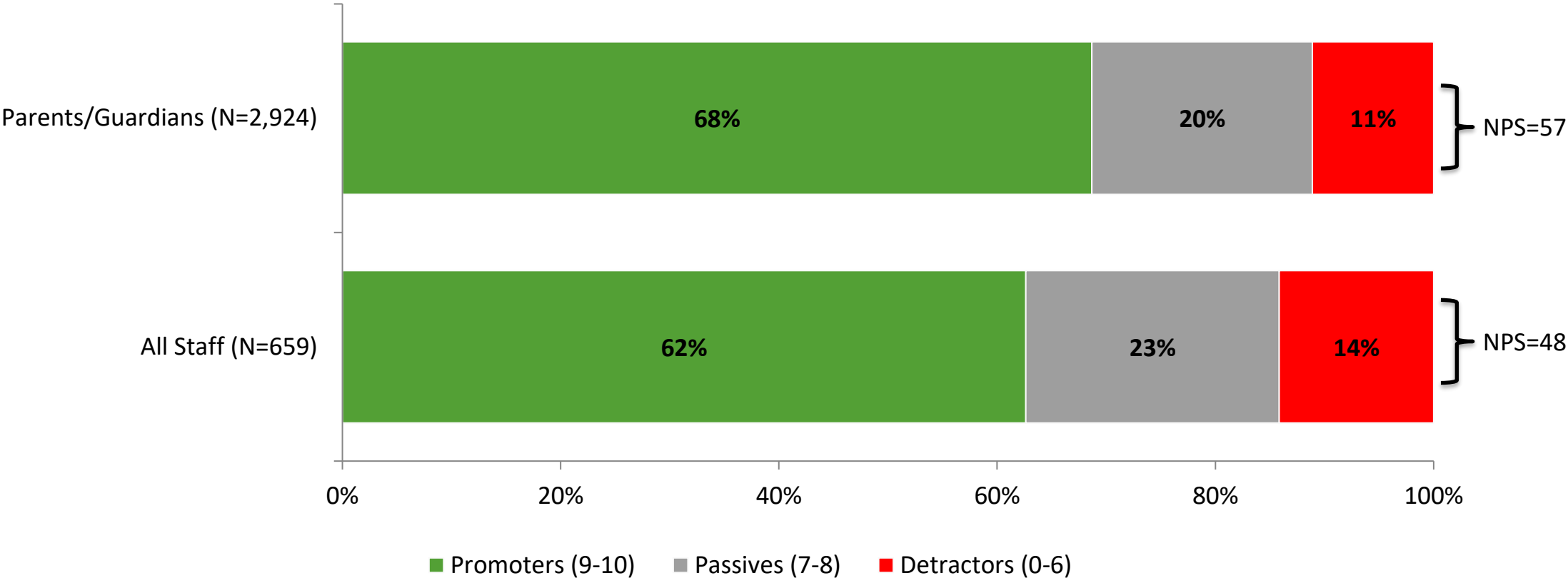
How likely are you to recommend your student's/your school to a friend or colleague?



Notes: Only parents/guardians and staff members answered this question. Net Promoter Score® (NPS) gauges stakeholder loyalty. Respondents who give a score of 0 to 6 are classified as Detractors, those who give a 7 or 8 are Passives, and those who give a 9 or 10 are Promoters. The NPS is calculated by subtracting the percentage of Detractors from the percentage of Promoters.

Net Promoter Score — District: Comparison by Participant Group

How likely are you to recommend Montgomery ISD to a friend or colleague?



Notes: Only parents/guardians and staff members answered this question. Net Promoter Score® (NPS) gauges stakeholder loyalty. Respondents who give a score of 0 to 6 are classified as Detractors, those who give a 7 or 8 are Passives, and those who give a 9 or 10 are Promoters. The NPS is calculated by subtracting the percentage of Detractors from the percentage of Promoters.

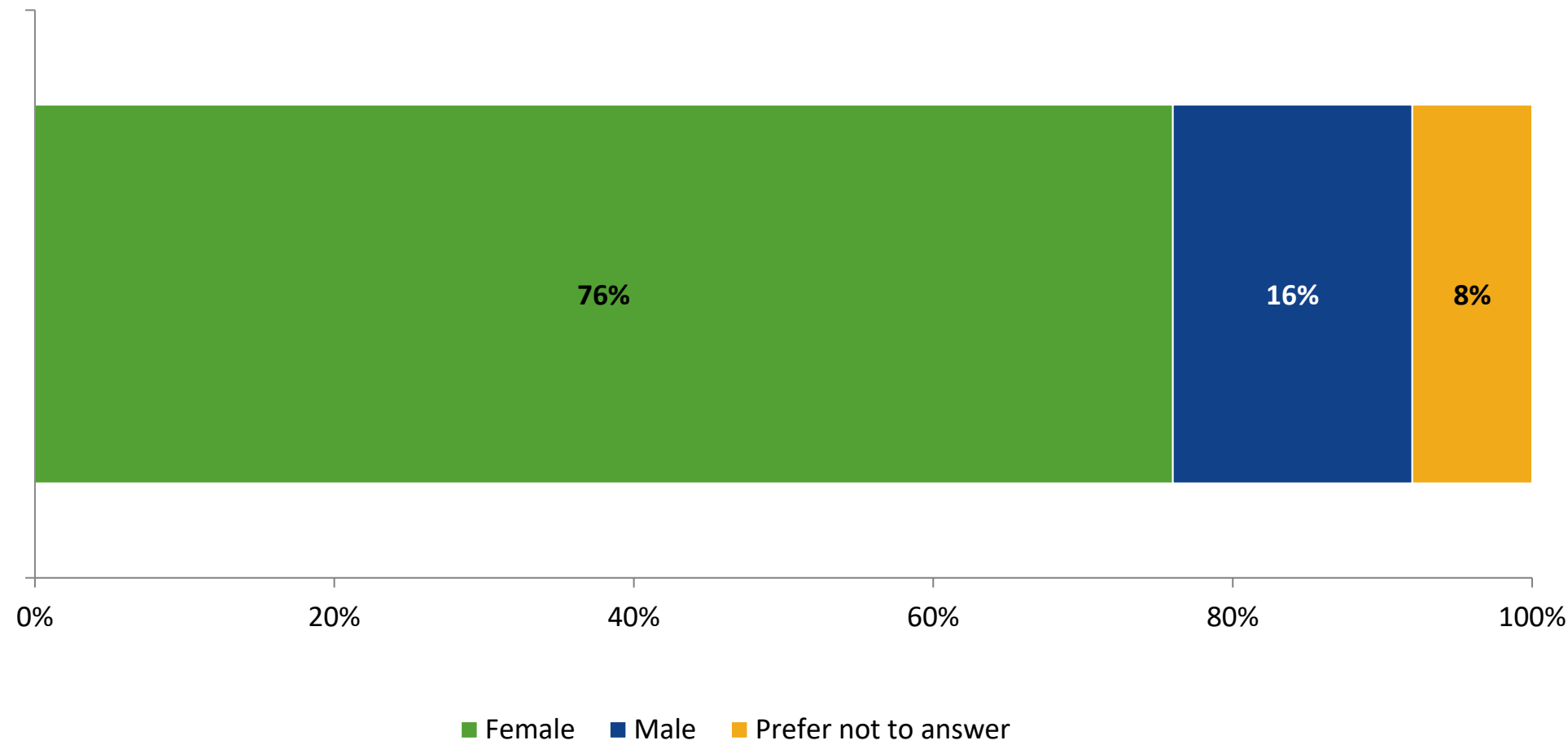
Participant Demographics

Participation by School: Comparison by Participant Group

School Name	Parents/Guardians (N=3,306)	Campus-based Staff (N=522)	Students (Gr. 6-12) (N=2,996)
Keenan Elementary	275	58	—
Lake Creek High	616	68	753
Lincoln Elementary	123	29	—
Lone Star Elementary	269	48	—
Montgomery Elementary	186	35	—
Montgomery Junior High	349	54	667
Montgomery High	572	81	988
Madeley Ranch Elementary	283	45	—
Oak Hills Junior High	405	51	587
Stewart Creek Elementary	228	53	—

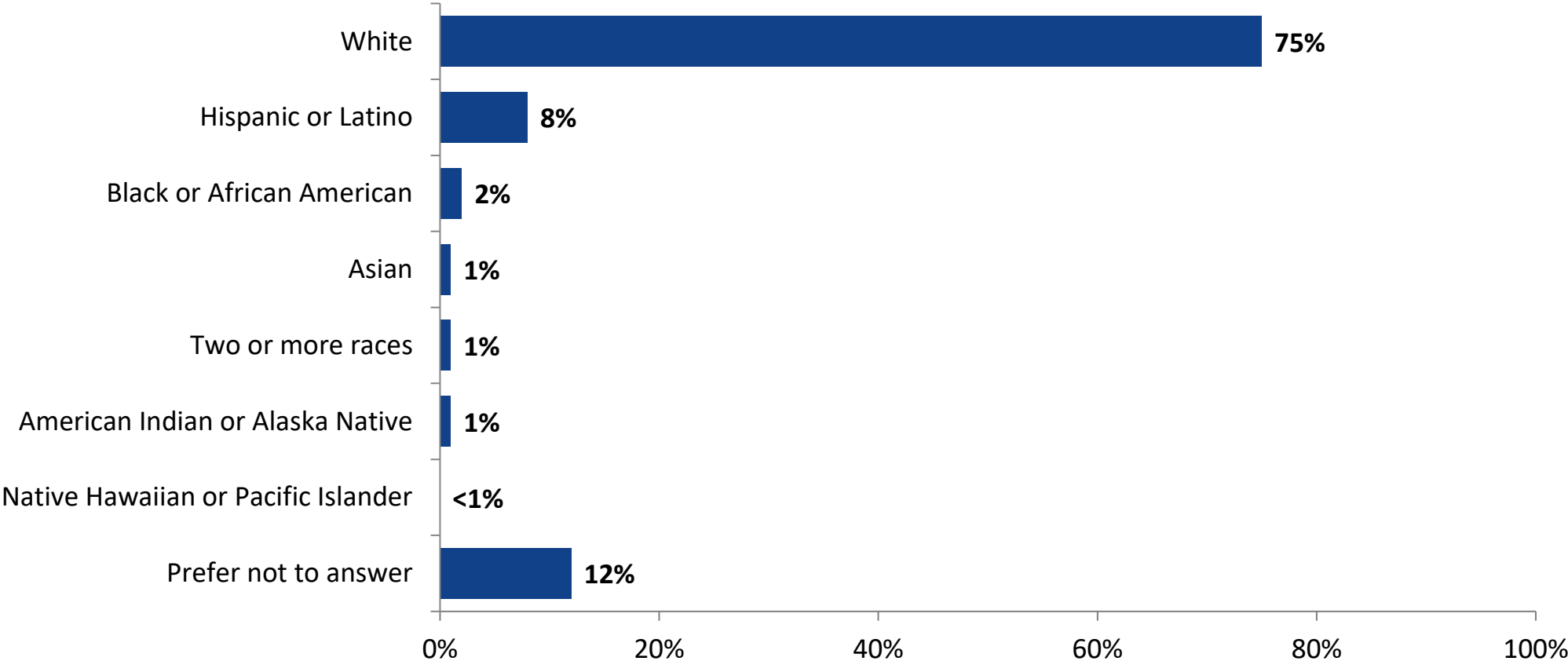
Gender

Please select your gender. (N=3,318)



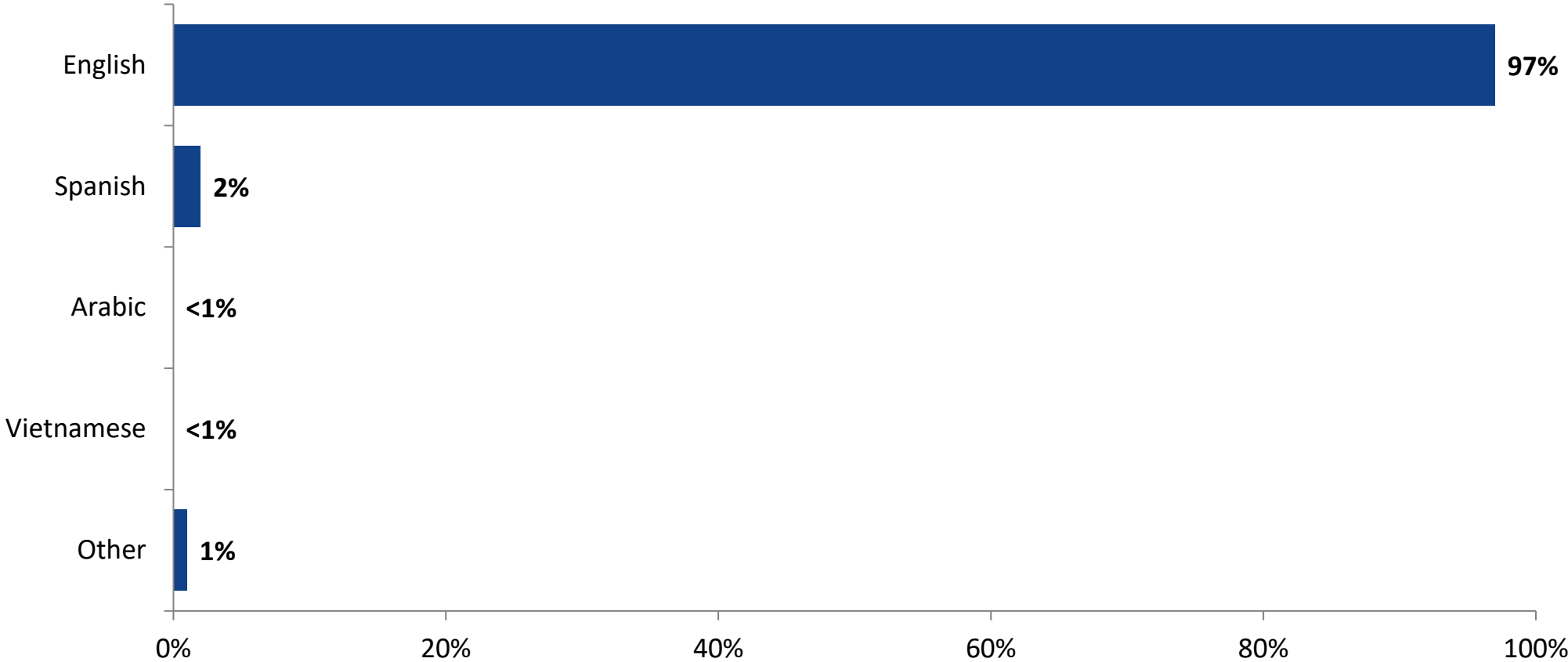
Race/Ethnicity

Which of the following best describes your race/ethnicity? (N=3,322)



Language Spoken At Home

Which language do you most often speak at home? (N=3,304)



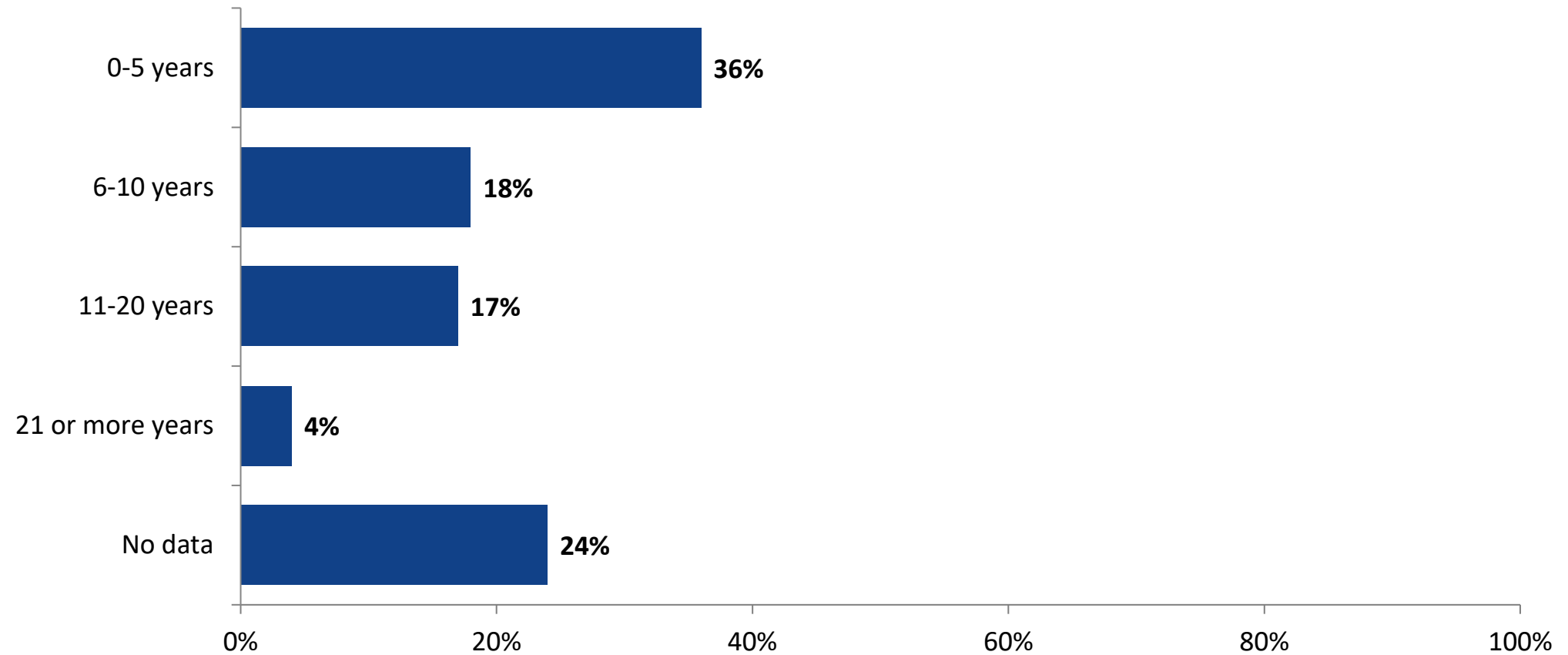
Participation by Department

District Department	Staff (N=142)*
Child Nutrition	22
Curriculum and Instruction	19
Specialized Learning	25
Substitutes	22
Technology	10
Transportation	14
Other	19

**Departments with fewer than 10 participants are not included.*

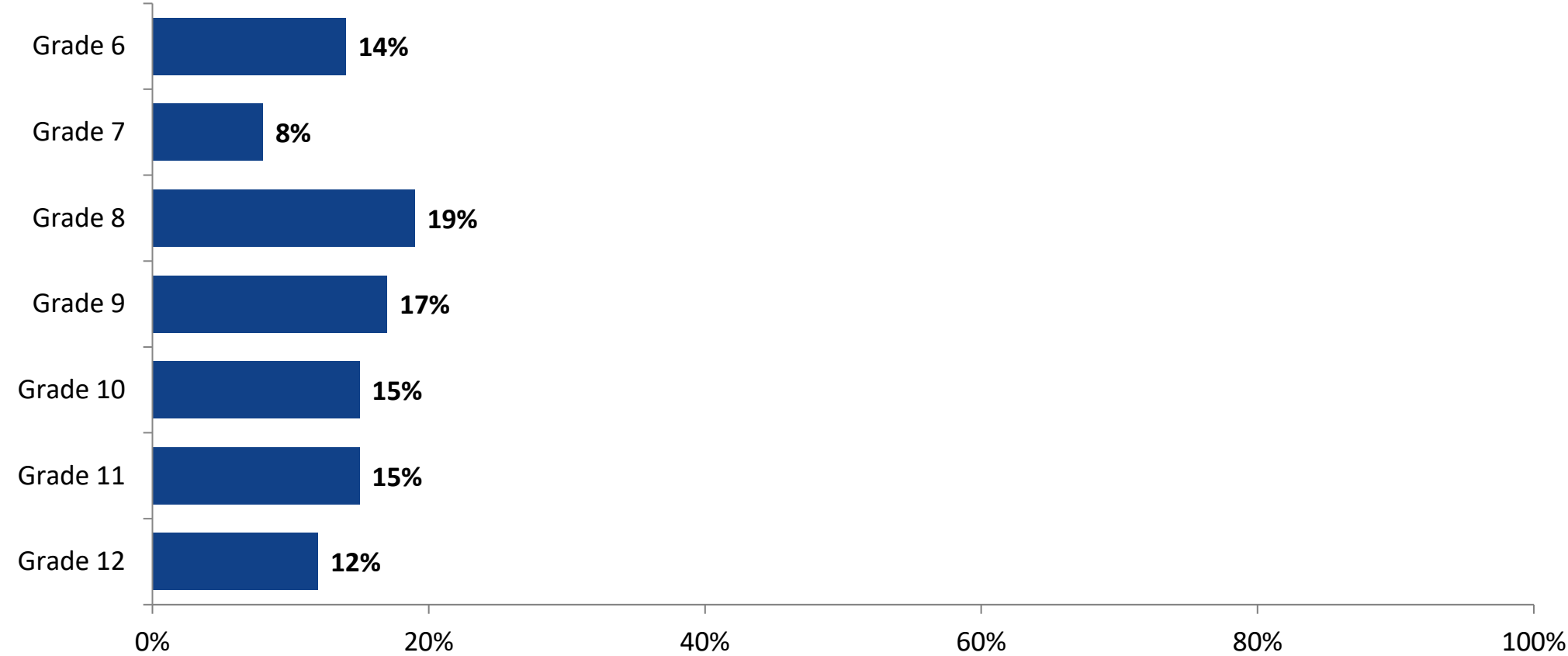
Years of Service

Years of service (N=664)



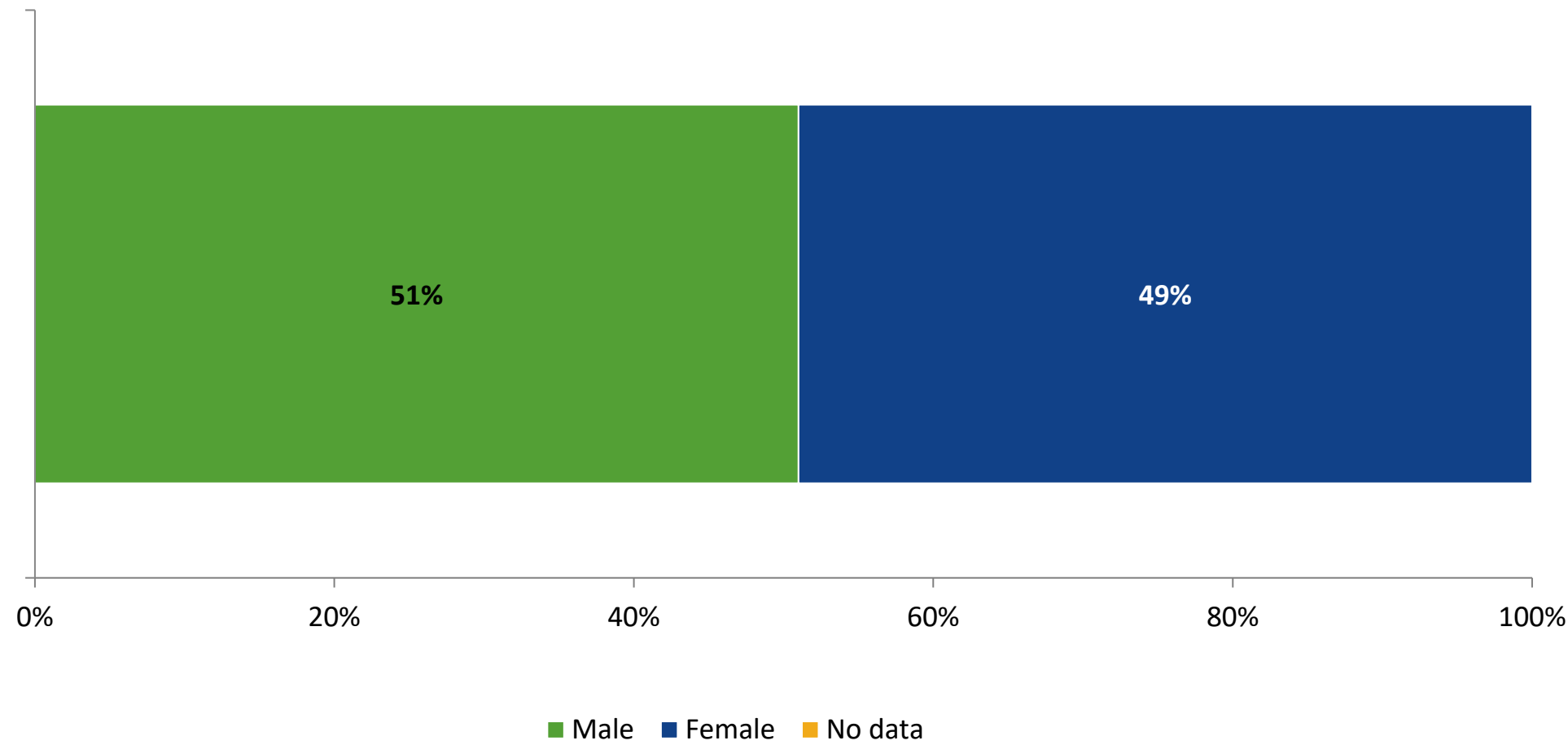
Grade Level

Please select your grade. (N=2,995)



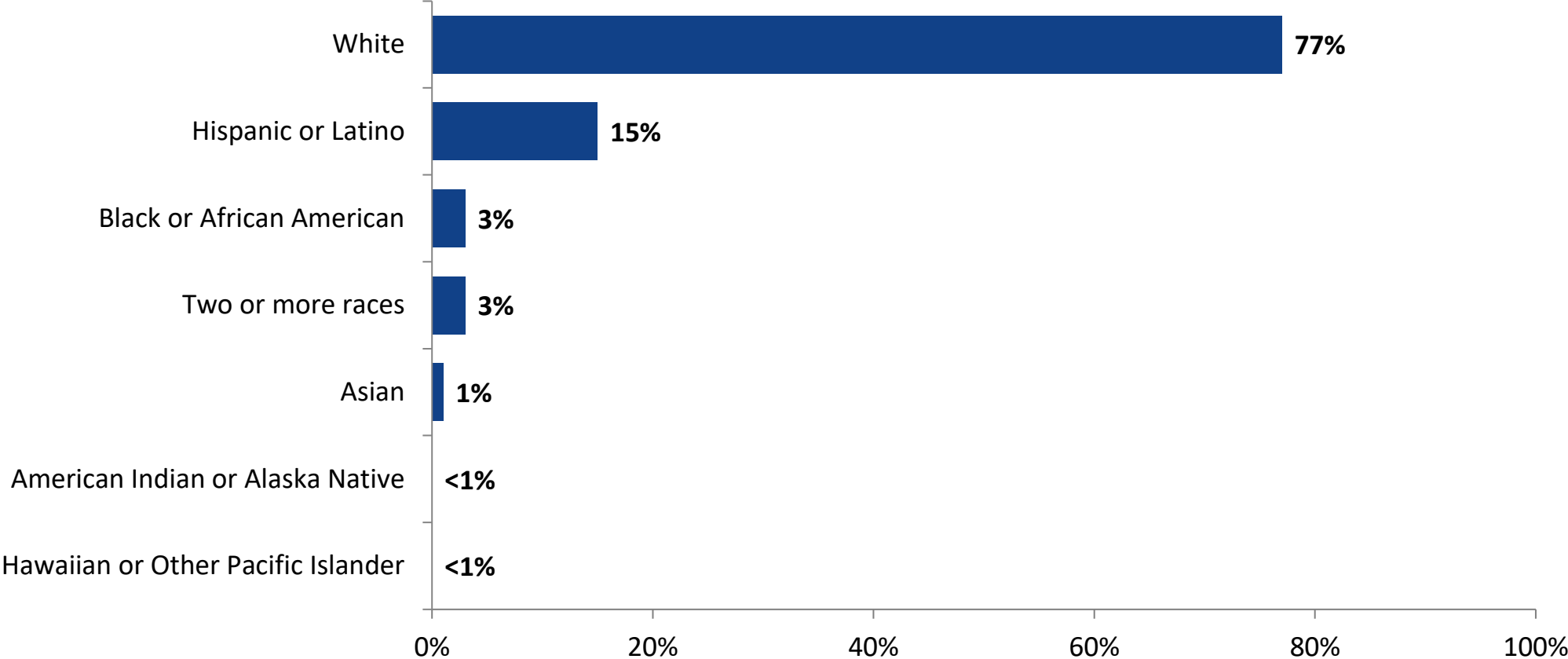
Gender

Gender (N=2,995)



Race/Ethnicity

Please select your race/ethnicity. (N=2,995)





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