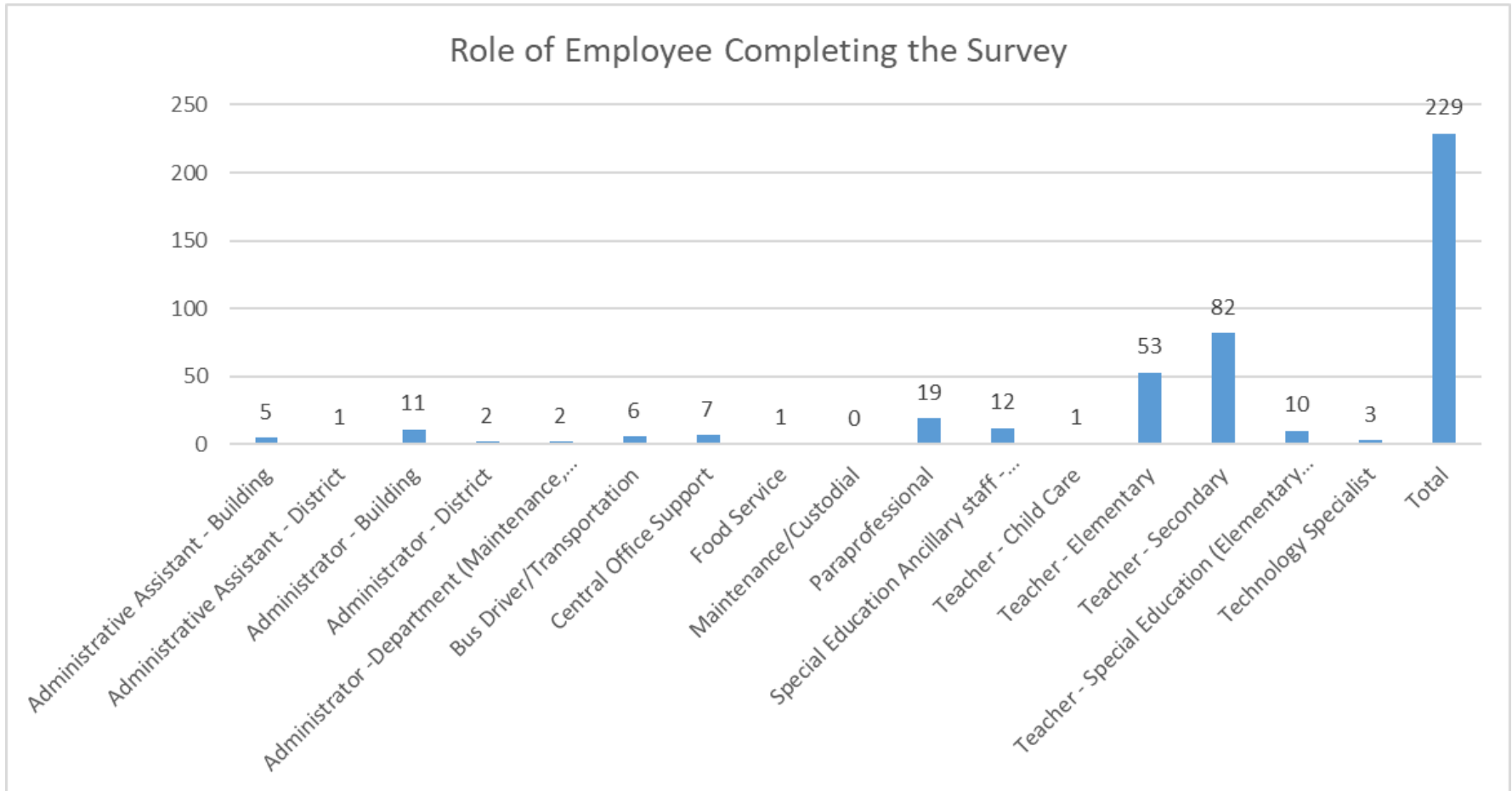


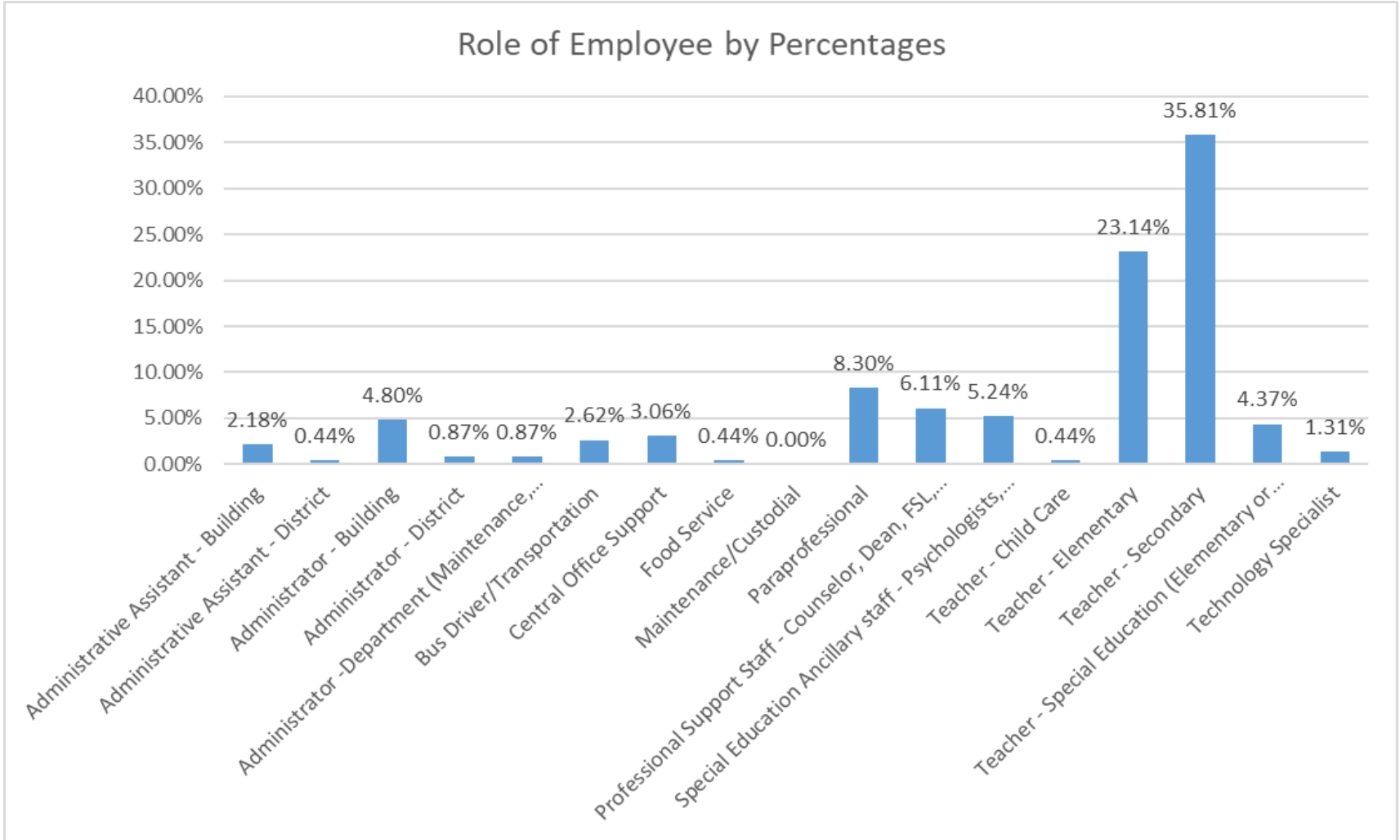
2020-21 OCS Equity Survey Staff

Surveys completed by 229 staff members

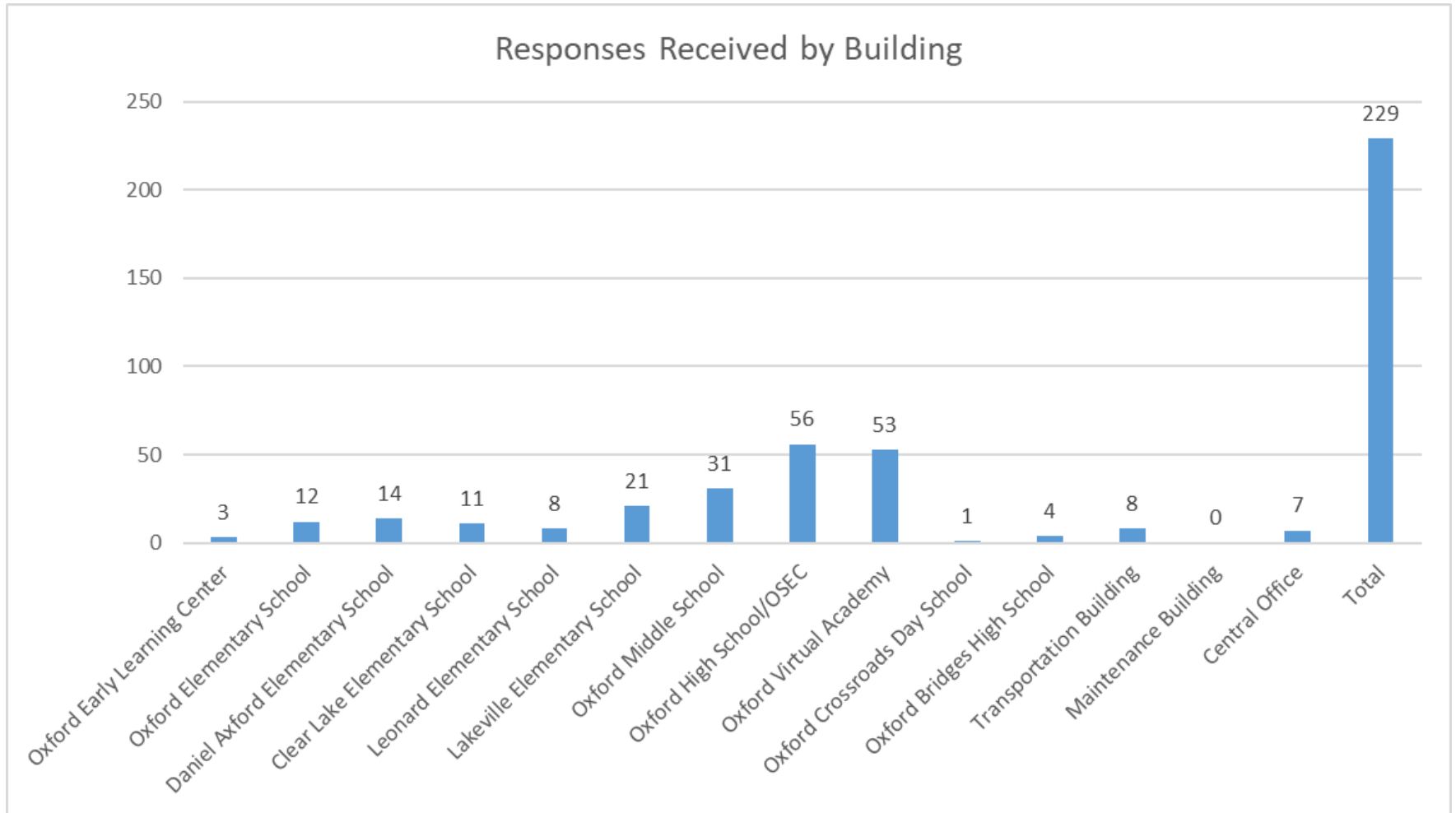
Q1 Role/Position Type



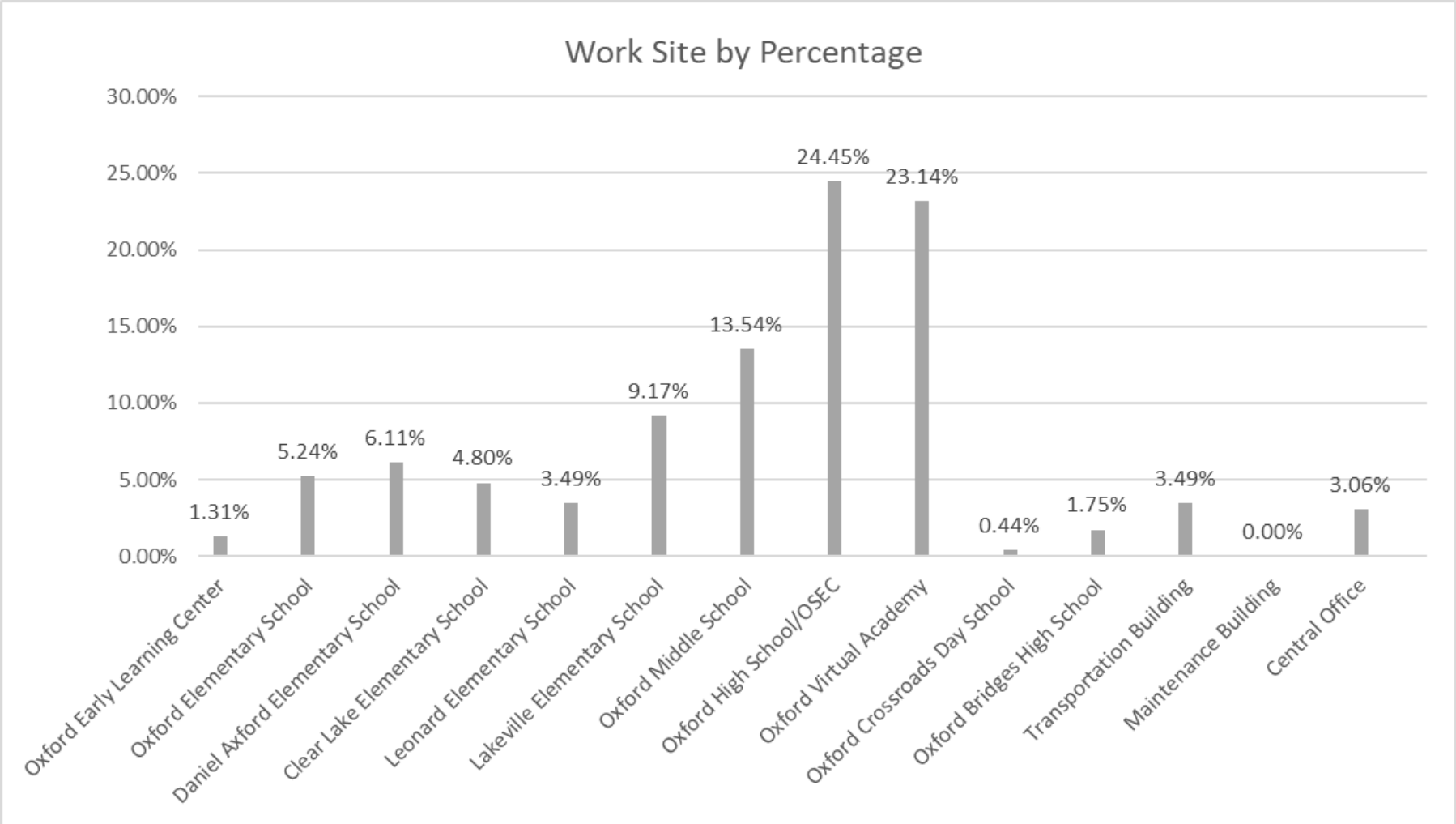
Q1 Role/Position Type by Percentage



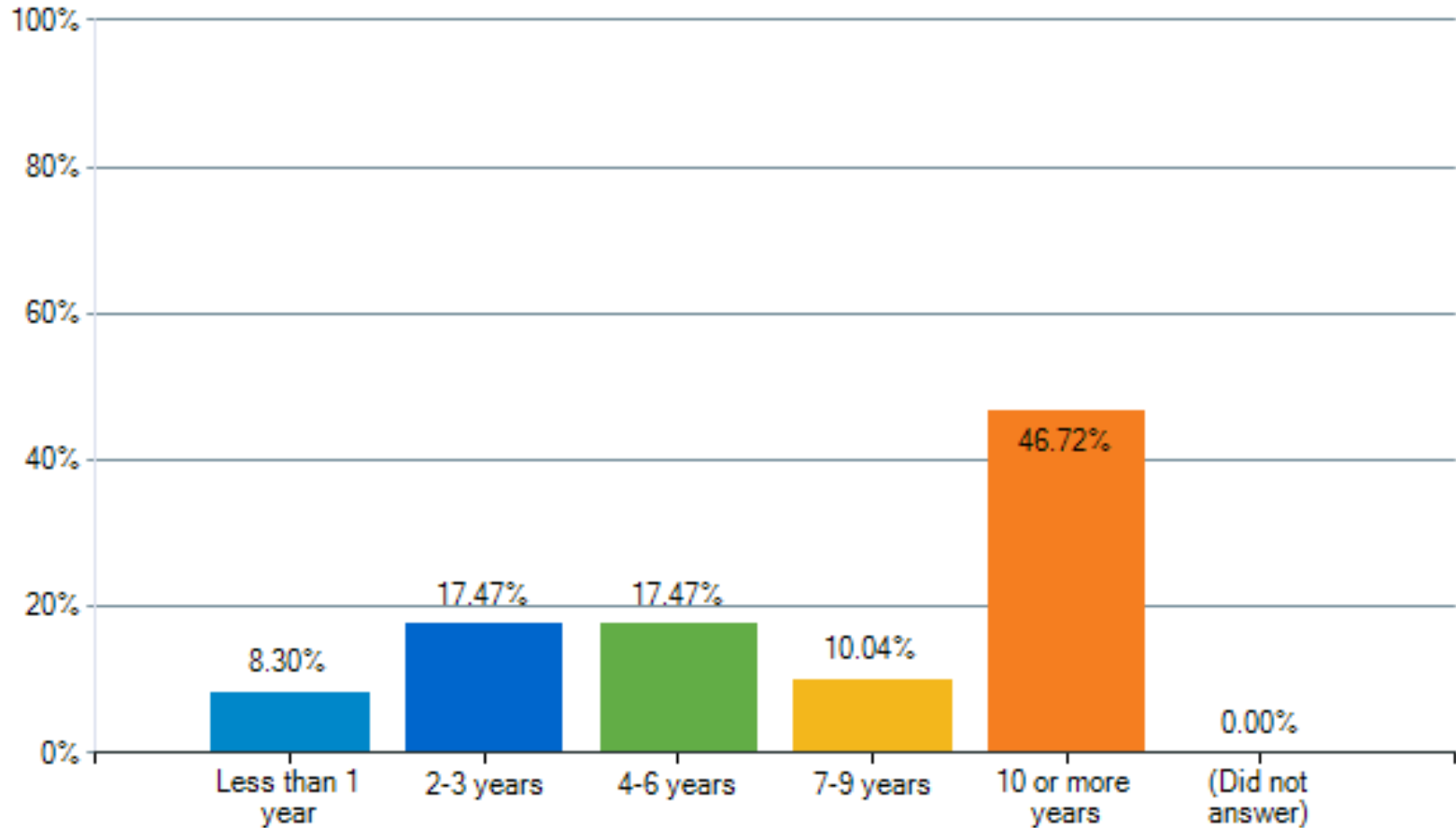
Q2 Work Site - If you are assigned to more than one worksite, please select your primary work site.



Q2 Work Site by Percentage - If you are assigned to more than one worksite, please select your primary work site.

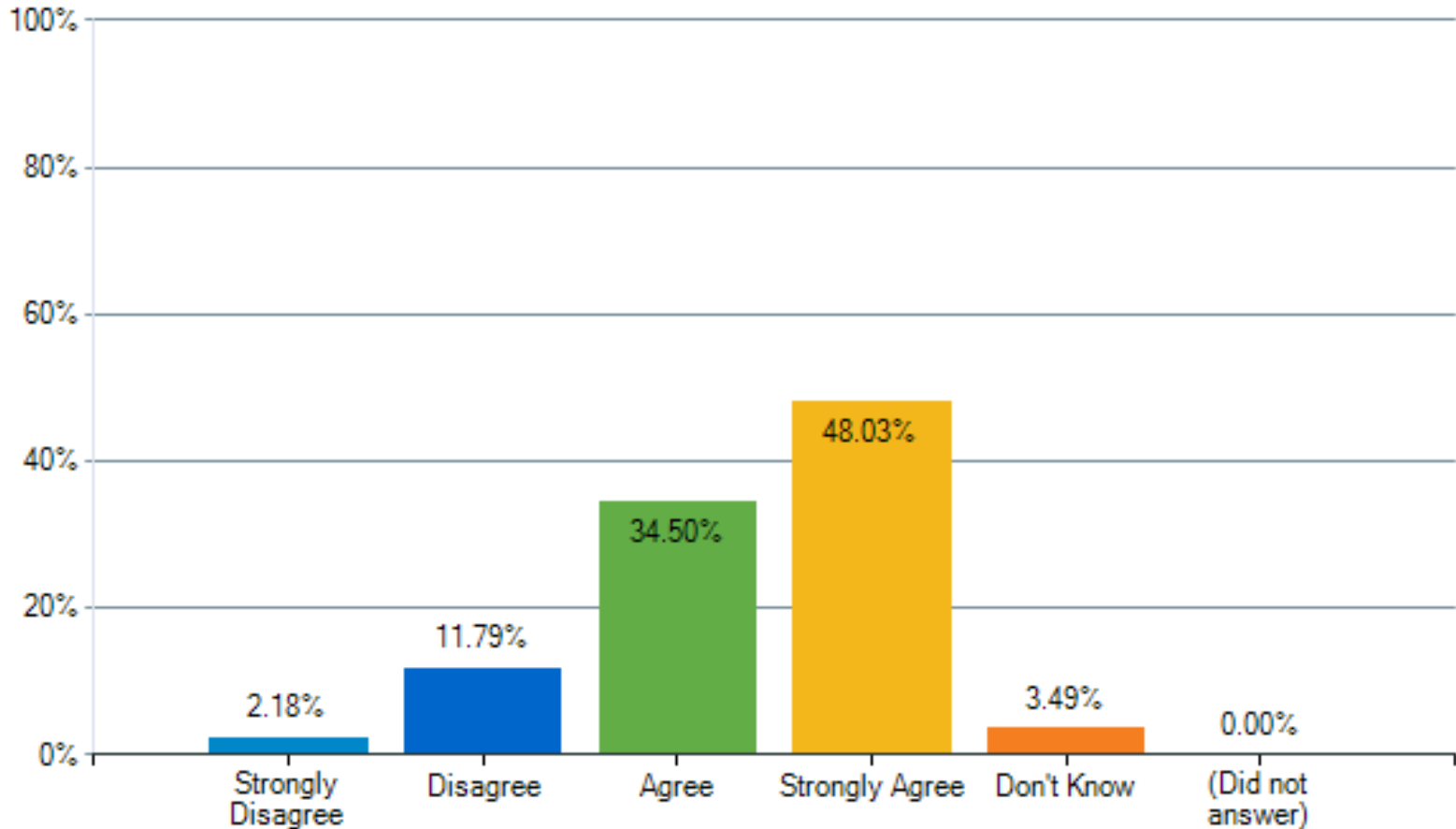


Q3 Years of Service



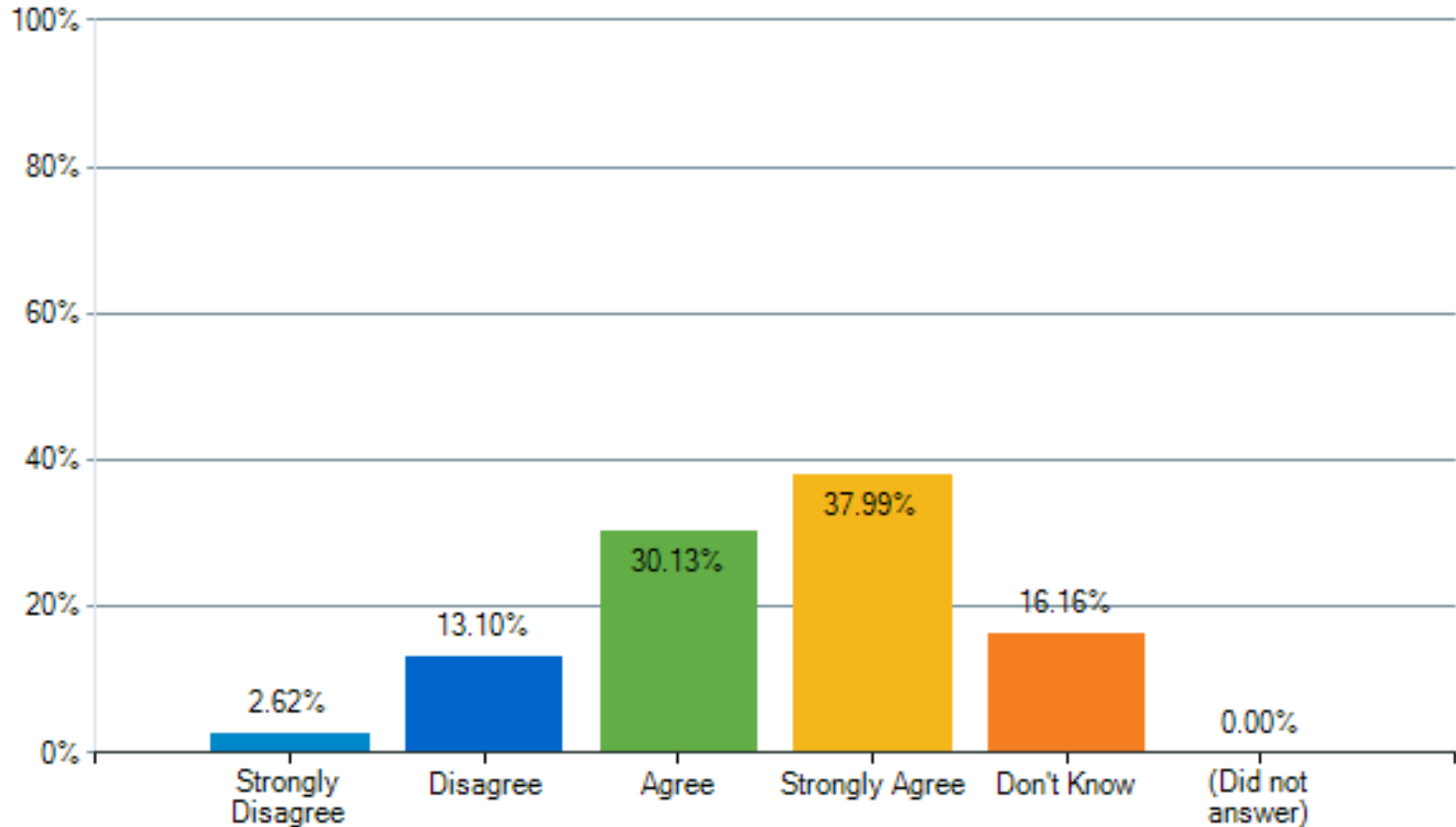
Q4a PERCEPTIONS OF EQUITY WITHIN THE DISTRICT

Thinking about Oxford Community Schools, please select your level of agreement for the following statements.:
All students have equitable access and opportunity to succeed.



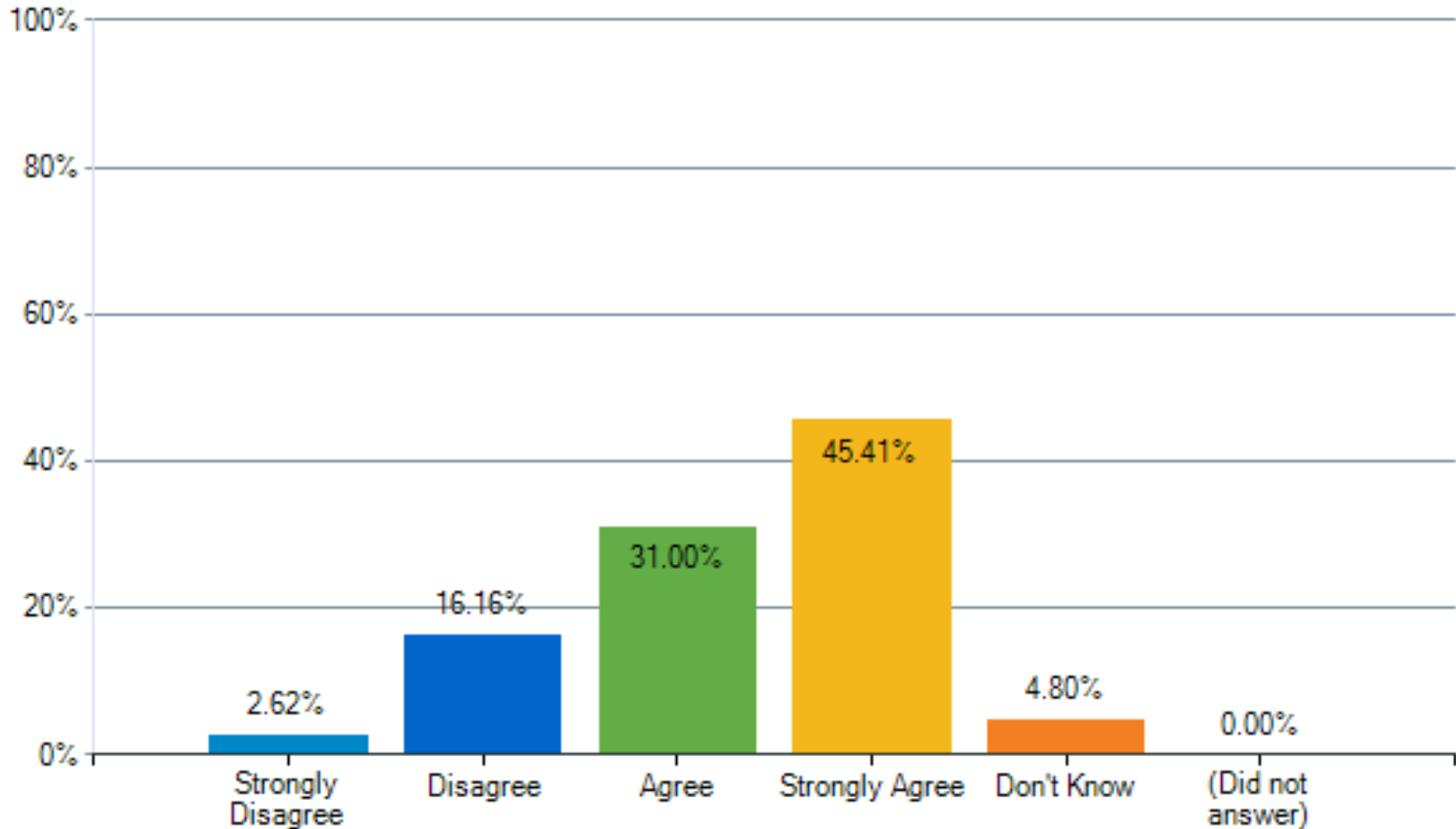
Q4b PERCEPTIONS OF EQUITY WITHIN THE DISTRICT

Thinking about Oxford Community Schools, please select your level of agreement for the following statements.:
The district distributes resources equitably to all schools in the district.



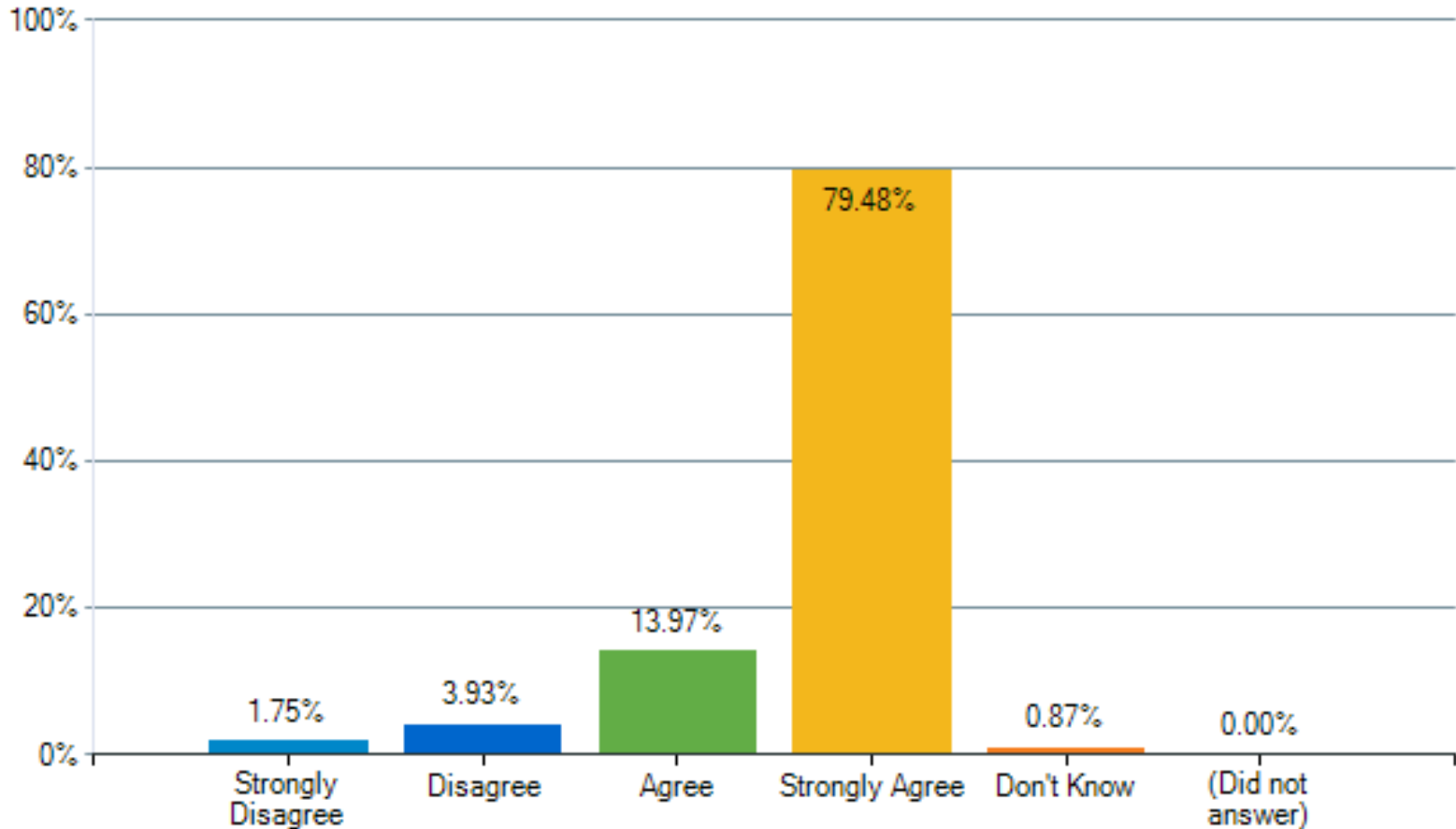
Q4c PERCEPTIONS OF EQUITY WITHIN THE DISTRICT

Thinking about Oxford Community Schools, please select your level of agreement for the following statements.:
The district treats all students equitably.

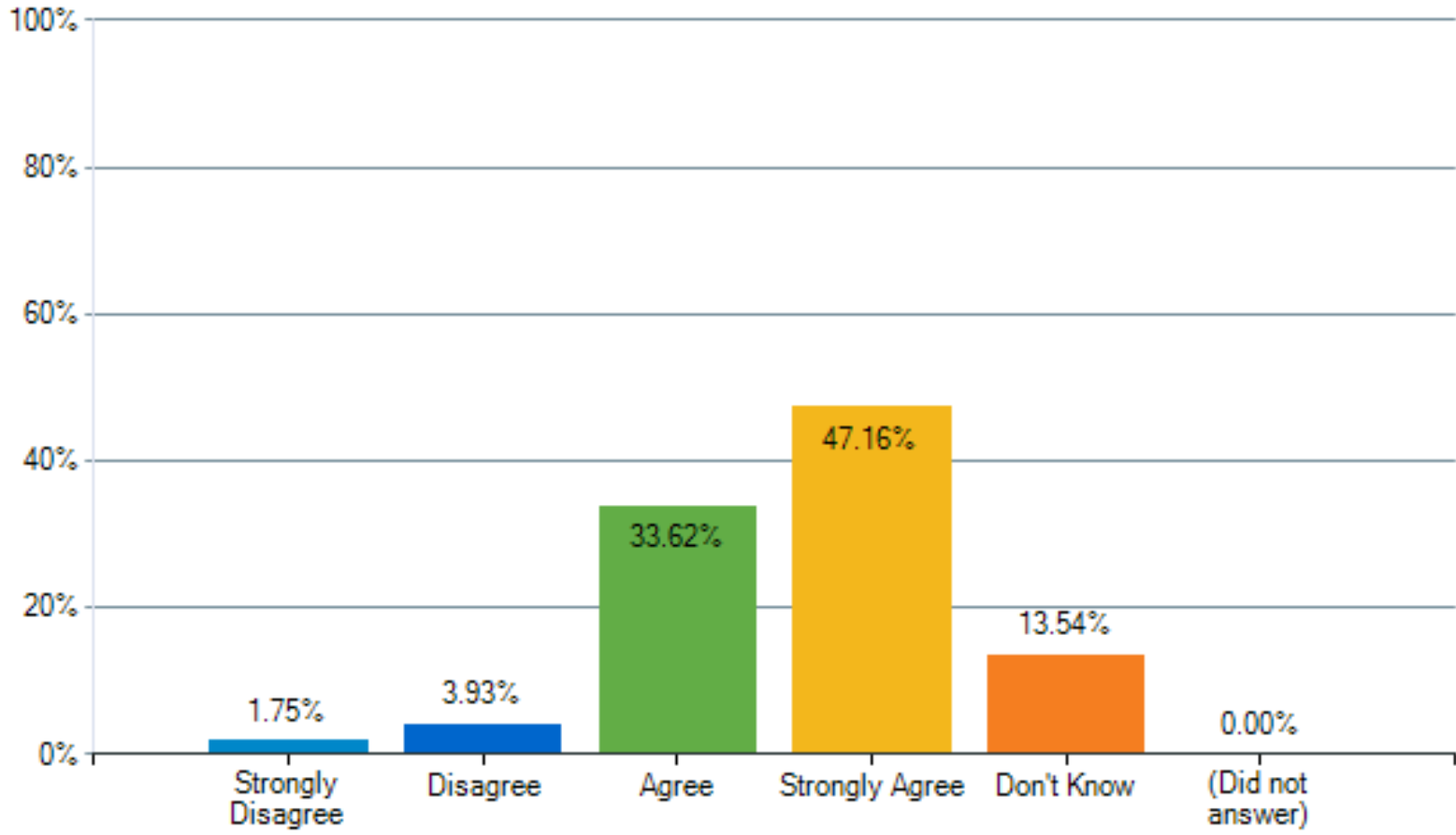


Q4d PERCEPTIONS OF EQUITY WITHIN THE DISTRICT

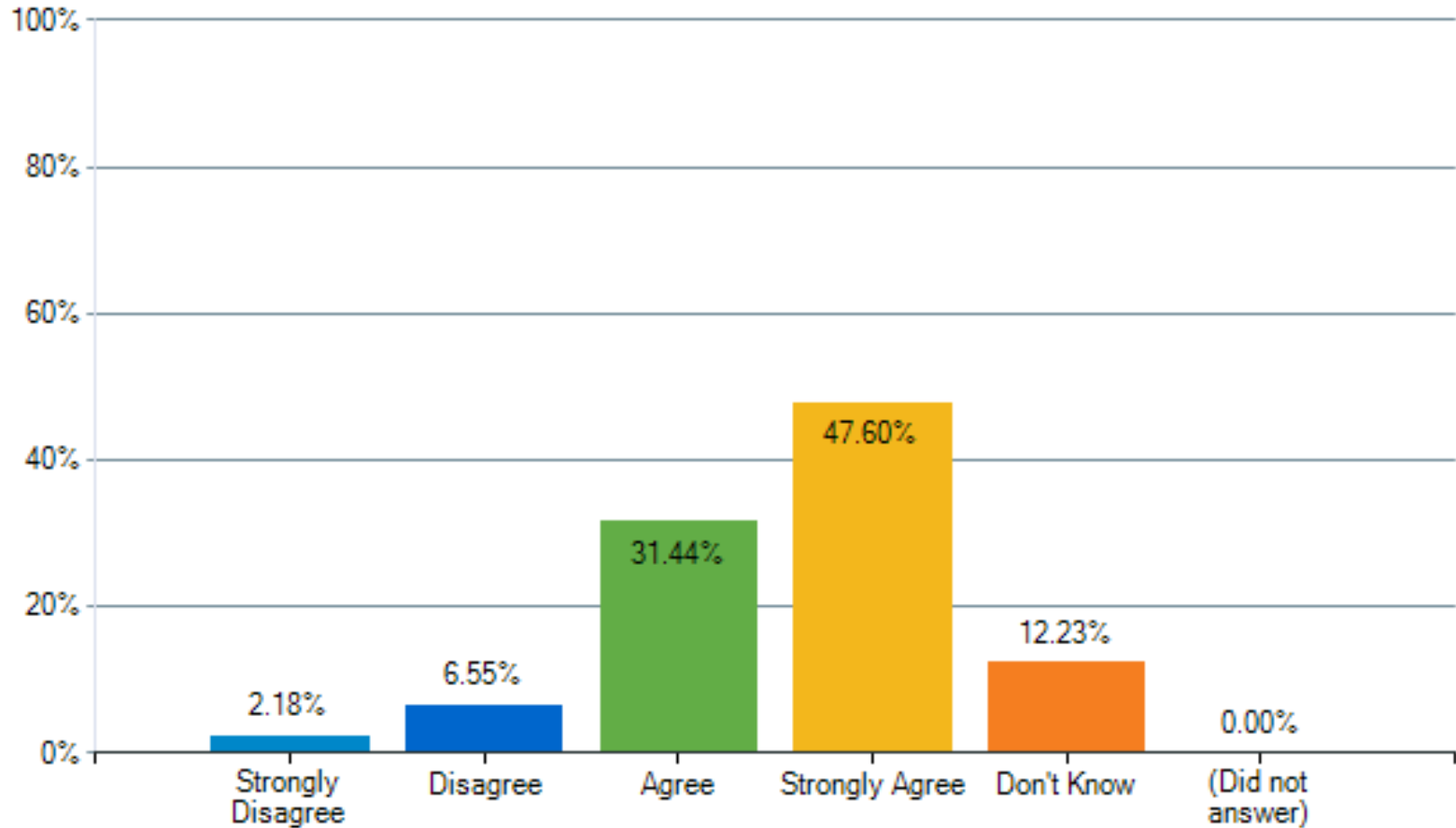
Thinking about Oxford Community Schools, please select your level of agreement for the following statements.:
I believe providing equitable access to educational opportunities for all students is a priority.



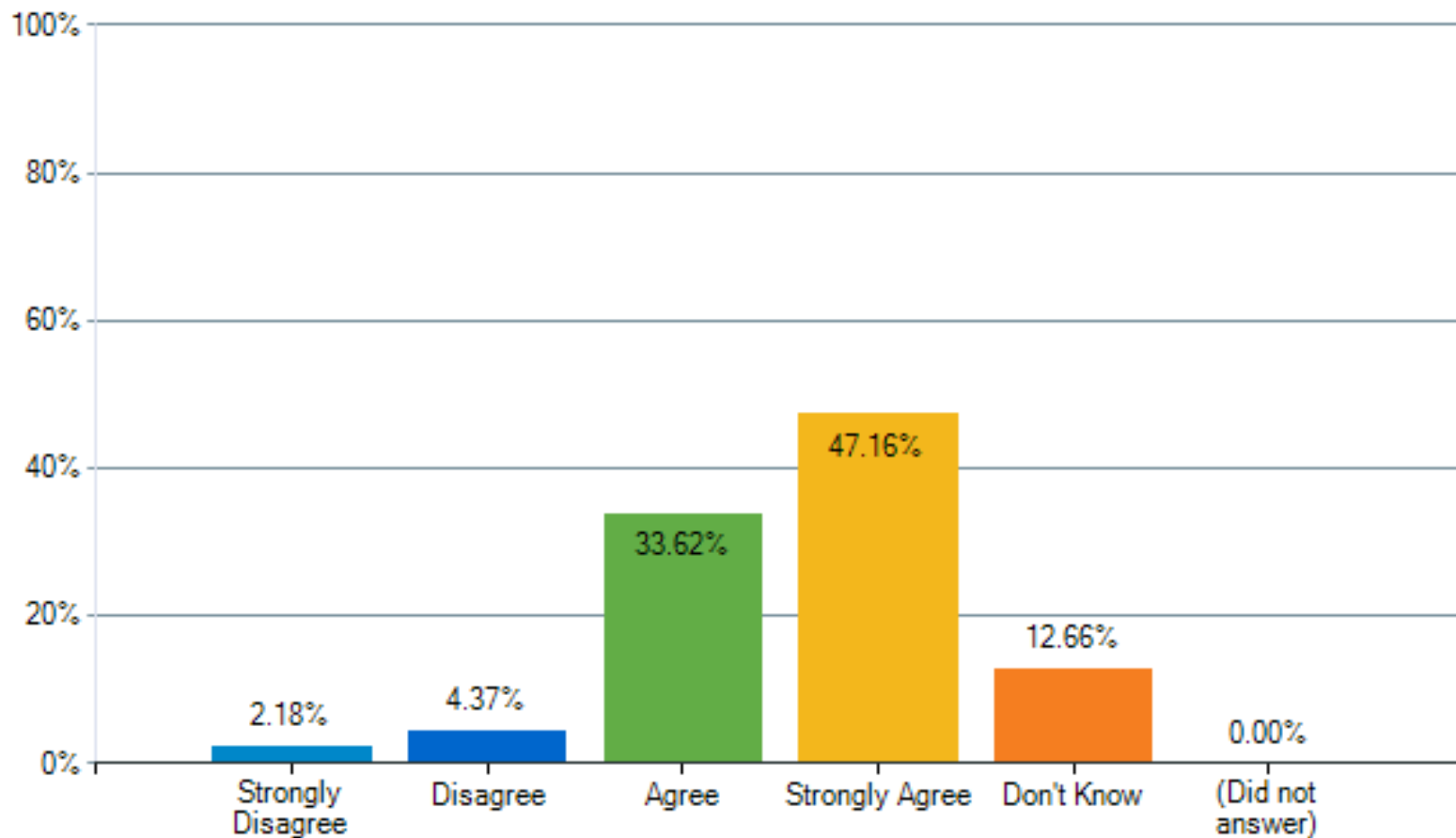
Q5a Central office leaders and staff are welcoming to families...: of all academic backgrounds.



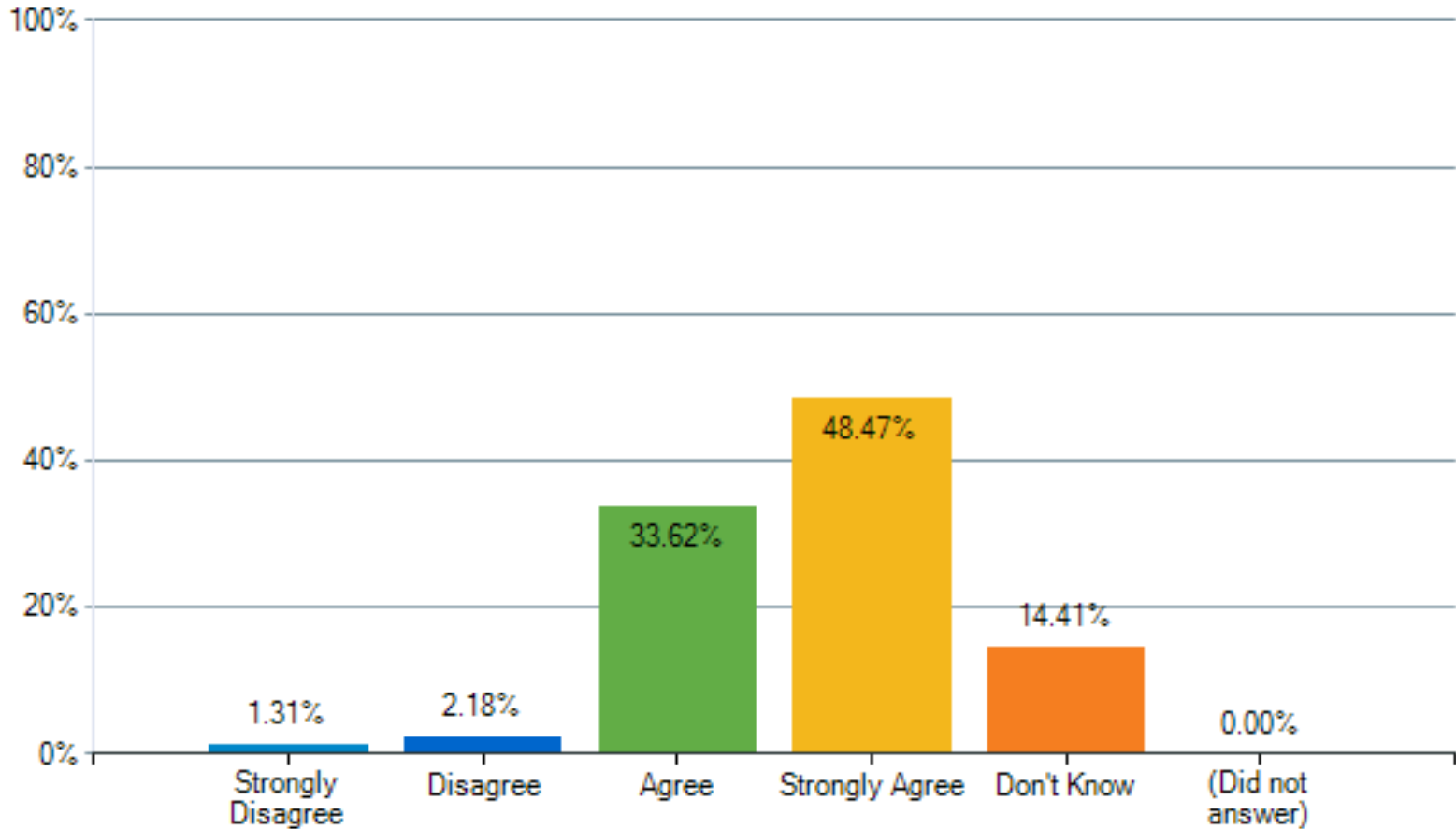
Q5b Central office leaders and staff are welcoming to families...: of all cultures.



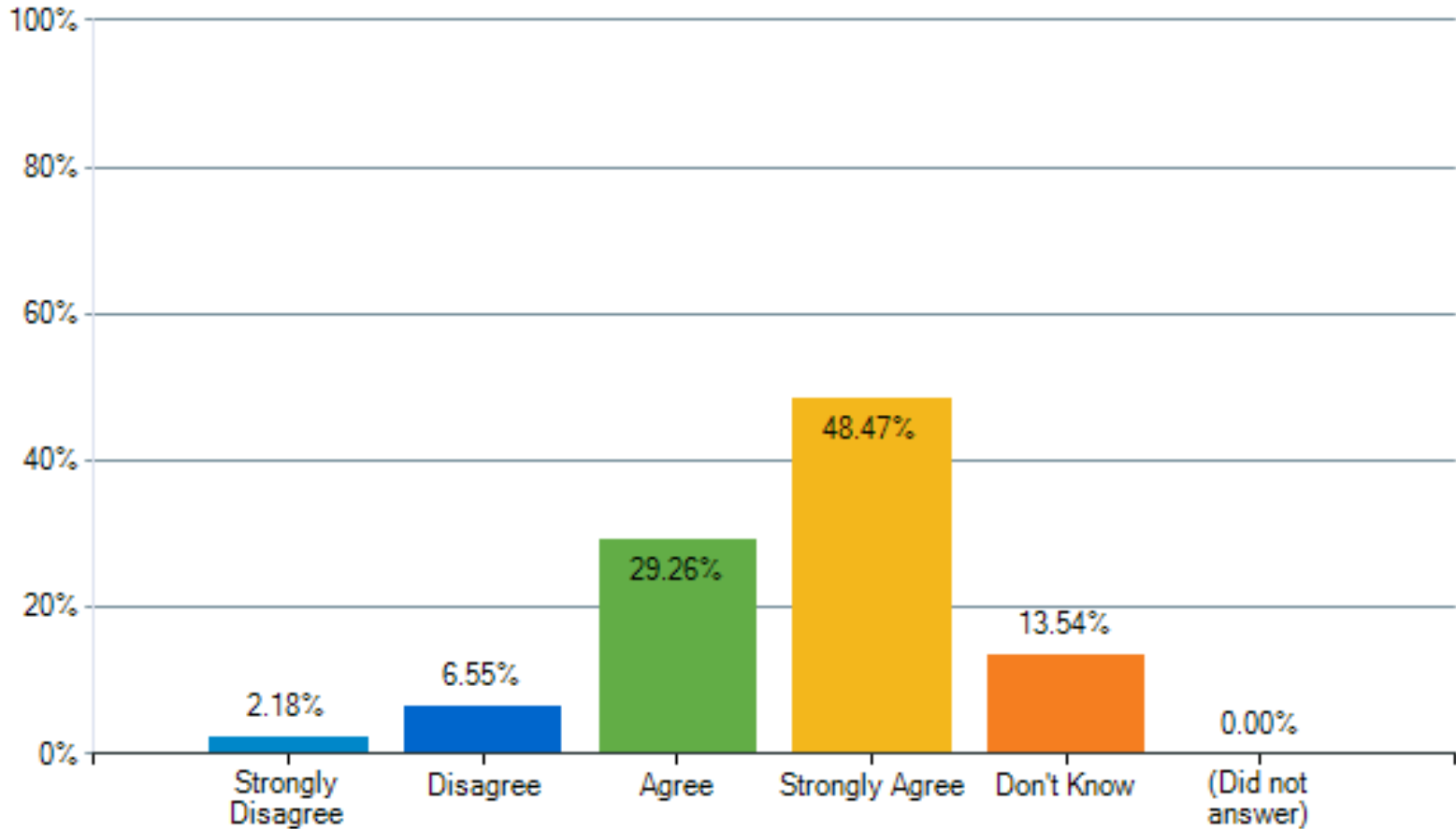
Q5c Central office leaders and staff are welcoming to families...:
of all economic backgrounds.



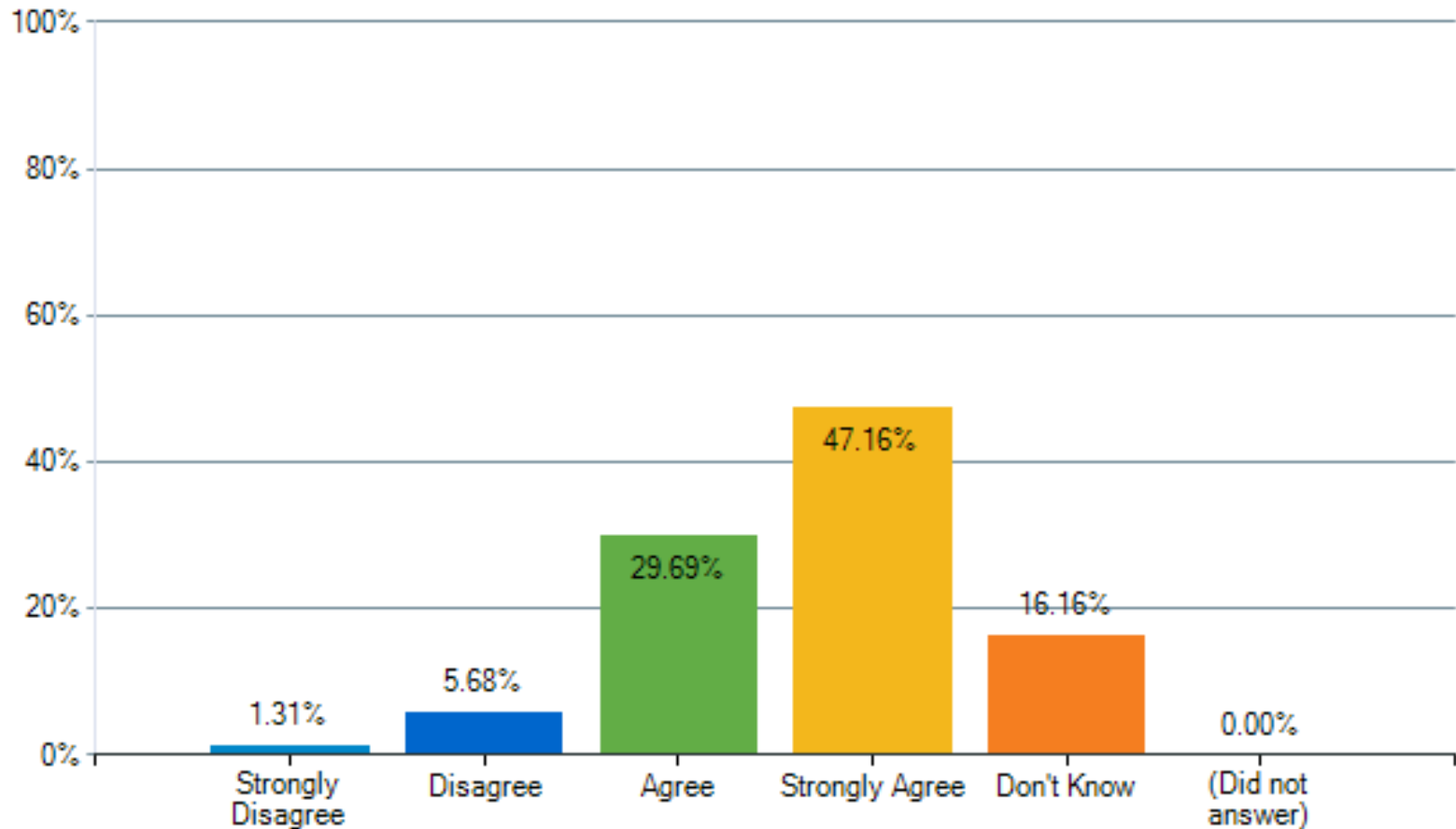
Q5d Central office leaders and staff are welcoming to families...: of all genders.



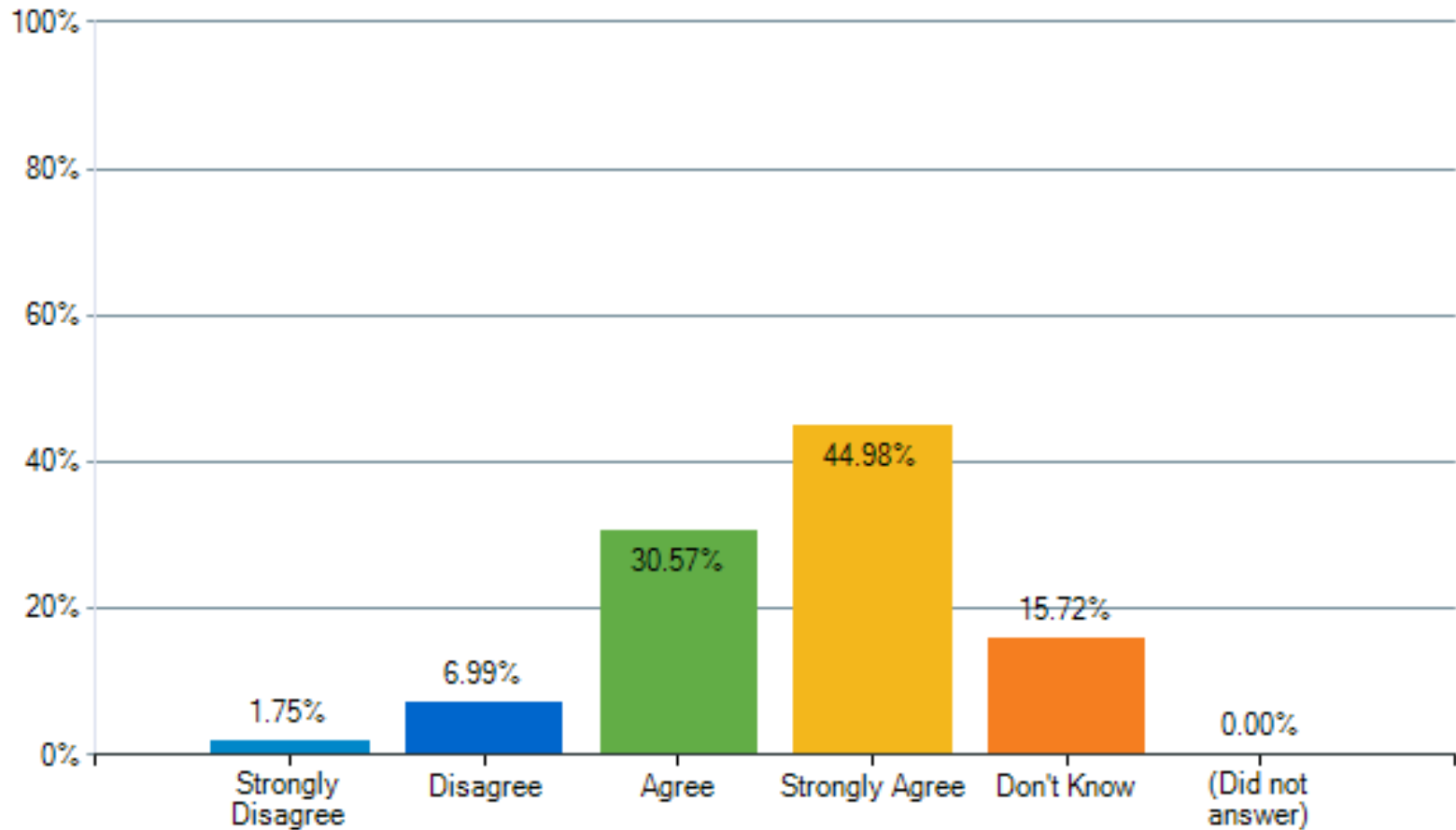
Q5e Central office leaders and staff are welcoming to families...: of all races/ethnicities.



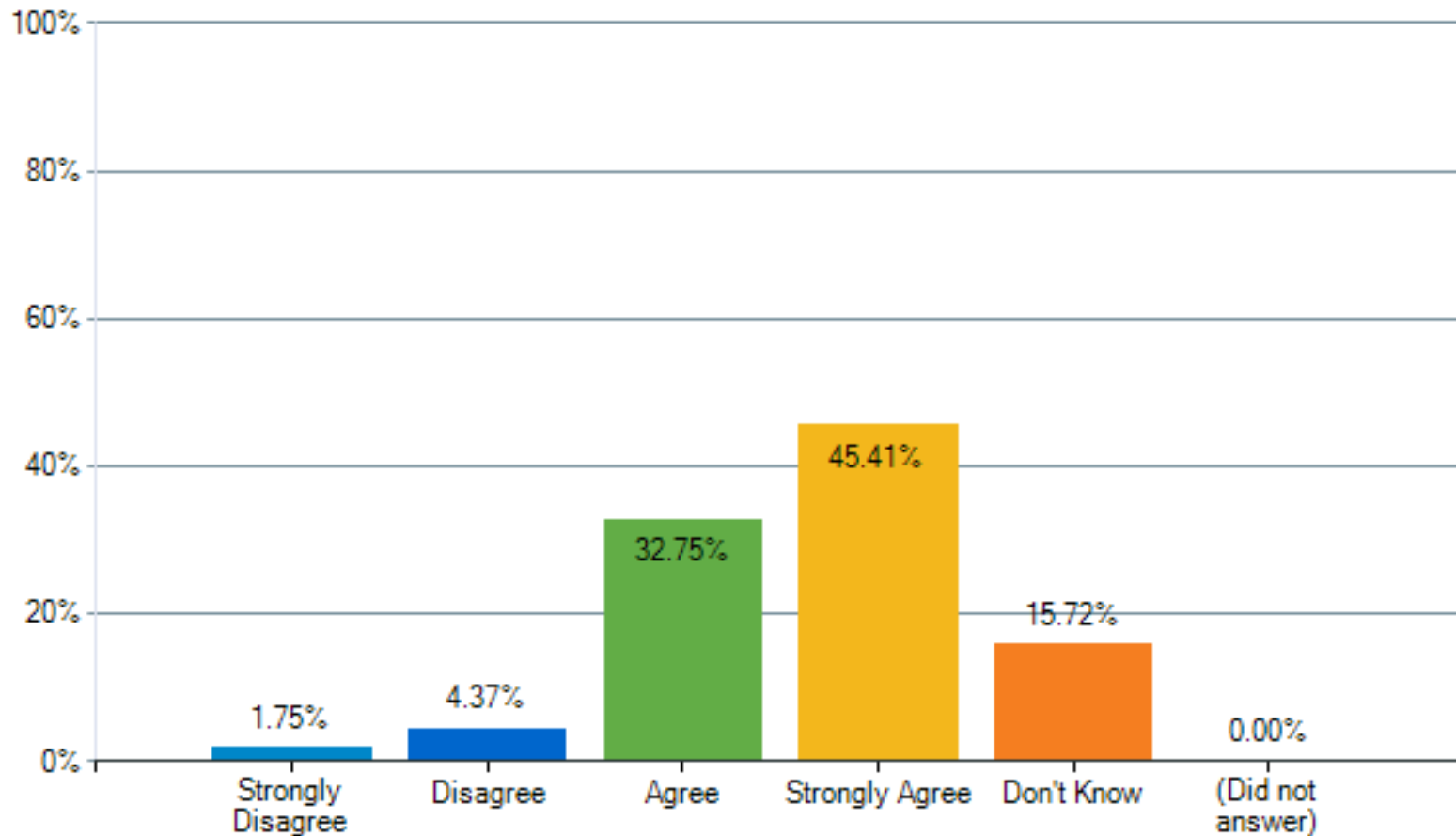
Q5f Central office leaders and staff are welcoming to families...: of all religions.



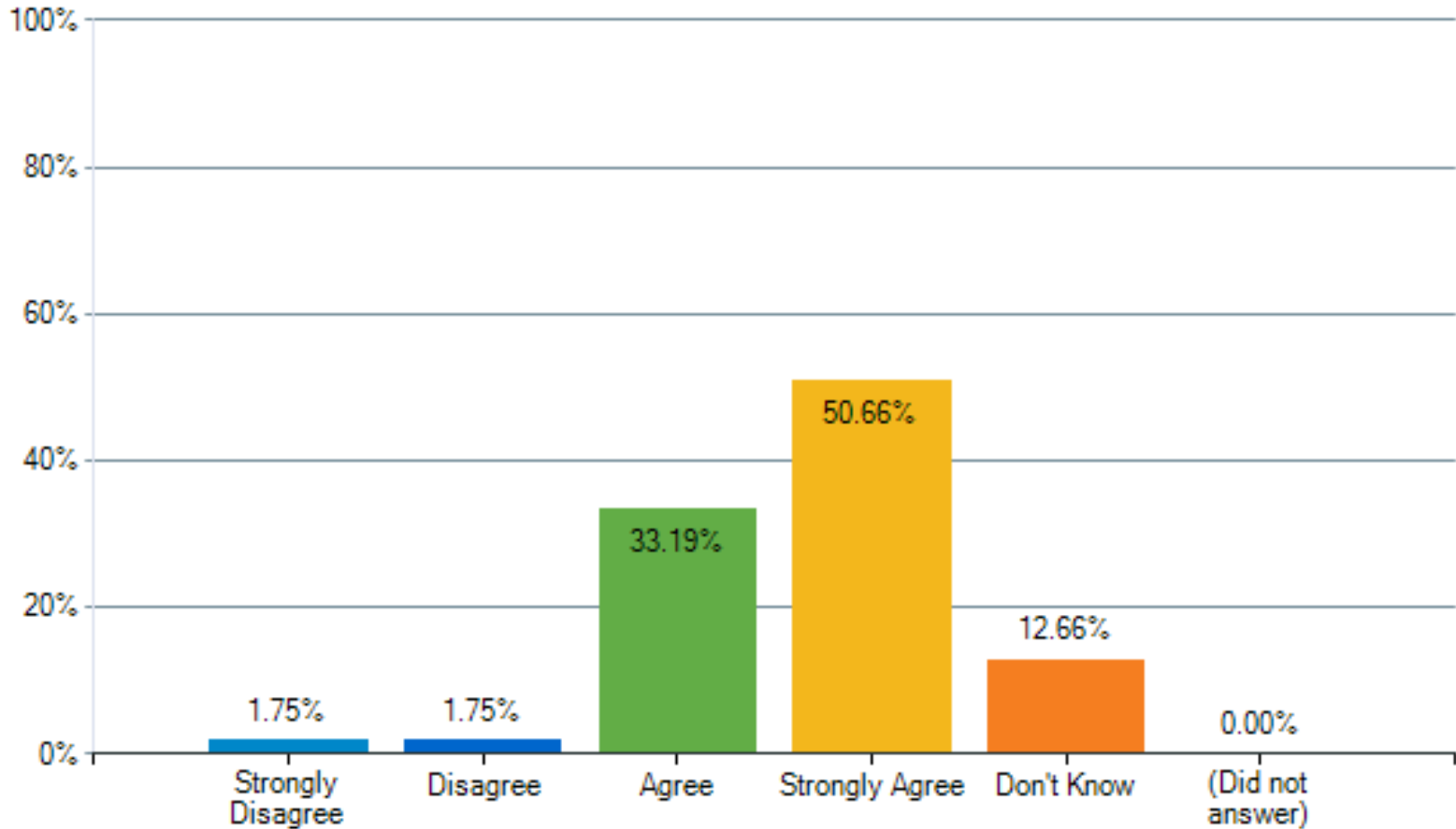
Q5g Central office leaders and staff are welcoming to families...: of all sexual orientations.



Q5h Central office leaders and staff are welcoming to families...: who speak languages other than English.

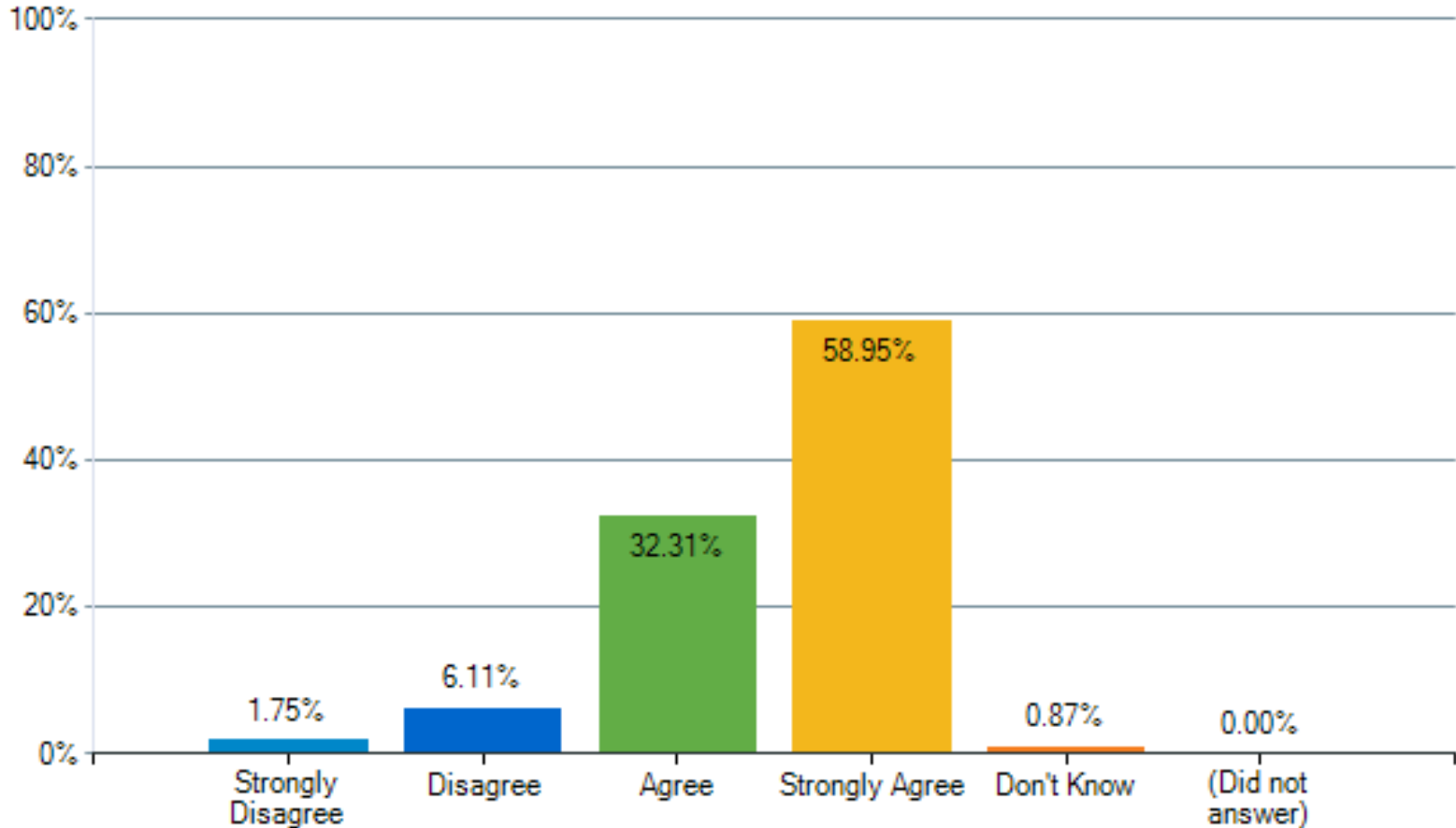


Q5i Central office leaders and staff are welcoming to families...: with students who receive special education services.



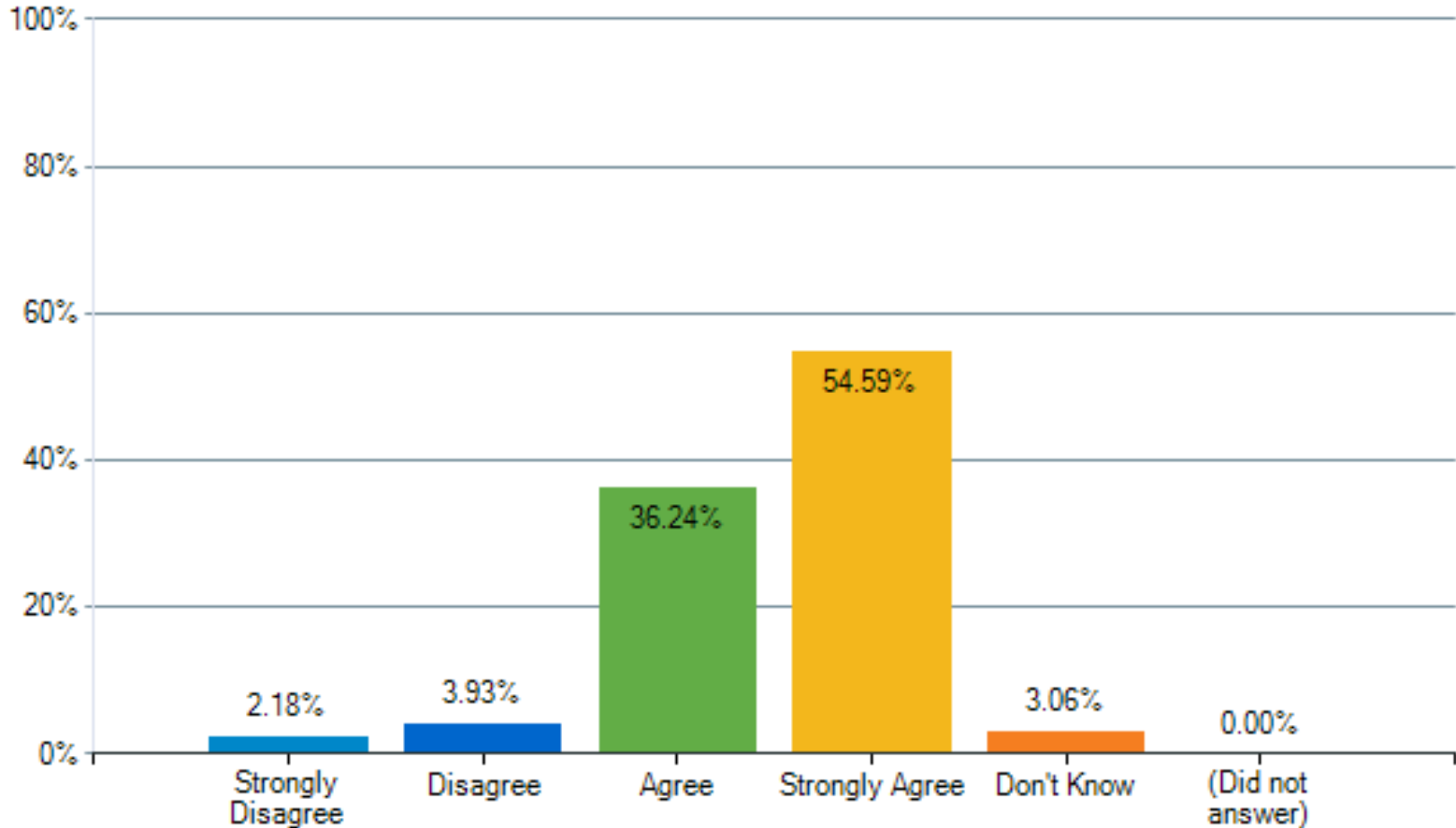
Q6a VALUING EQUITY WITHIN THE DISTRICT AND THE SCHOOL/DEPARTMENT

Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: Equity is a priority for members of my department/school.



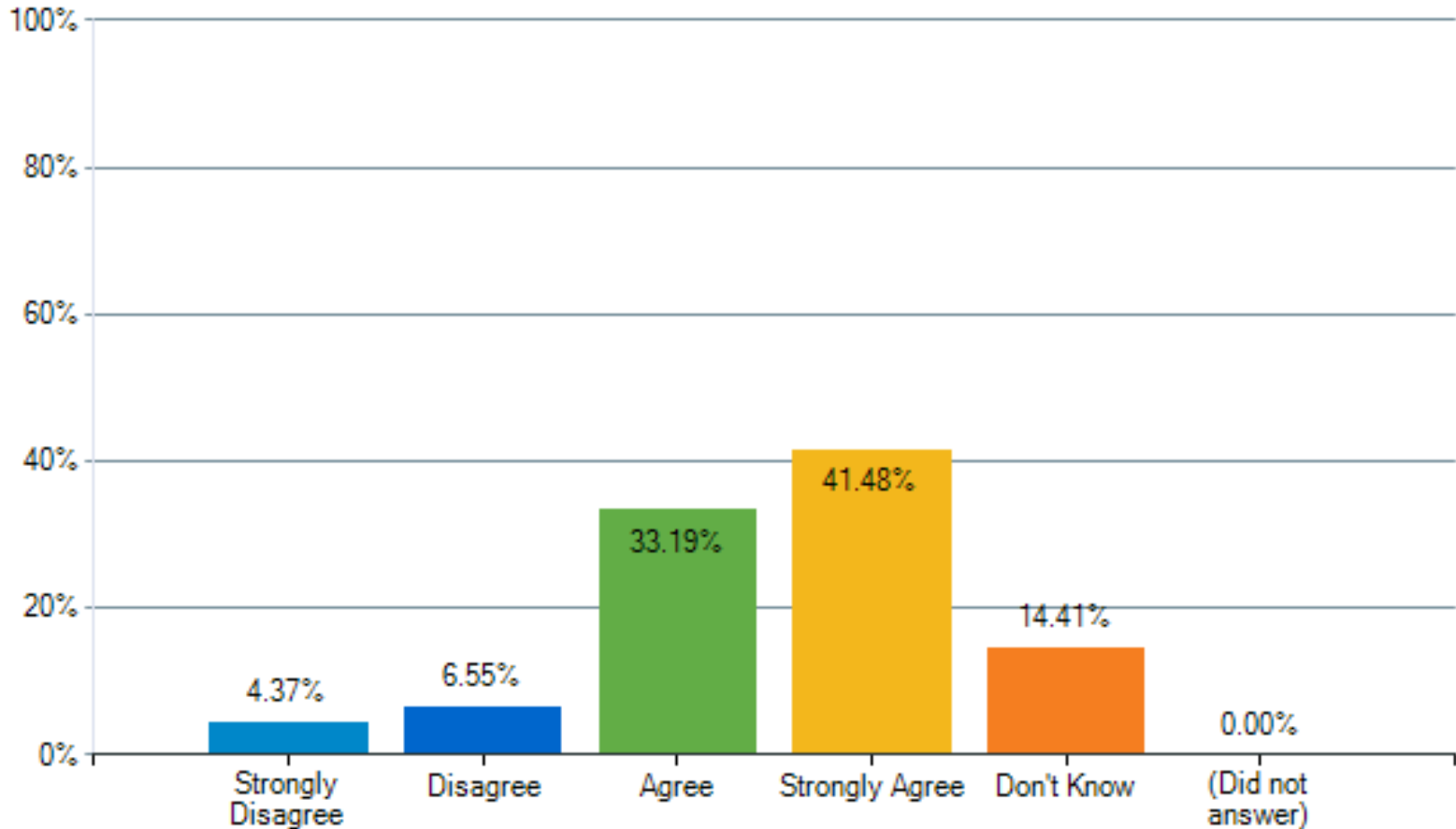
Q6b VALUING EQUITY WITHIN THE DISTRICT AND THE SCHOOL/DEPARTMENT

Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: Equity is a priority for leaders in my department/school.



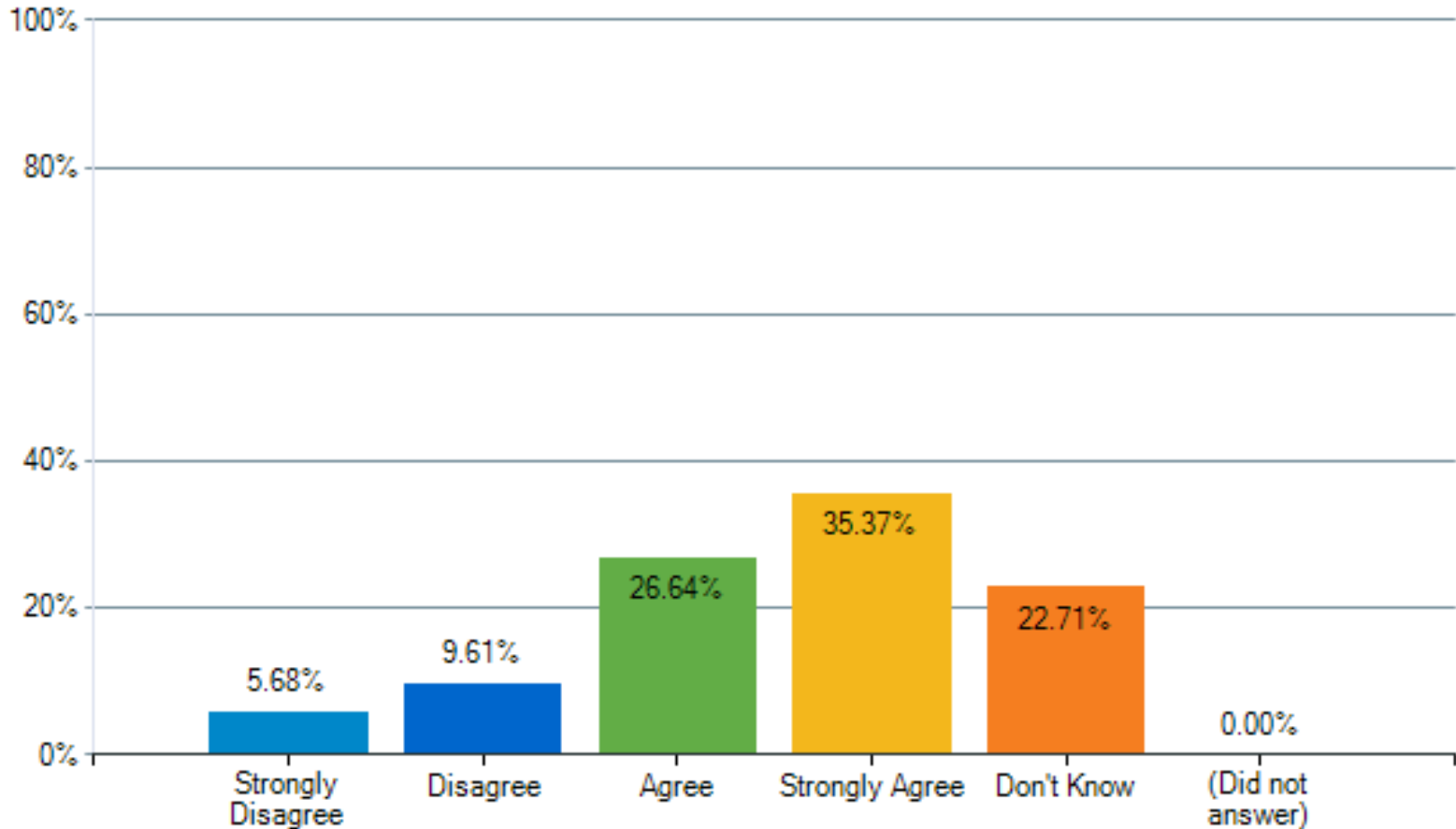
Q6c VALUING EQUITY WITHIN THE DISTRICT AND THE SCHOOL/DEPARTMENT

Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: Equity is a priority for central office leaders in this district.



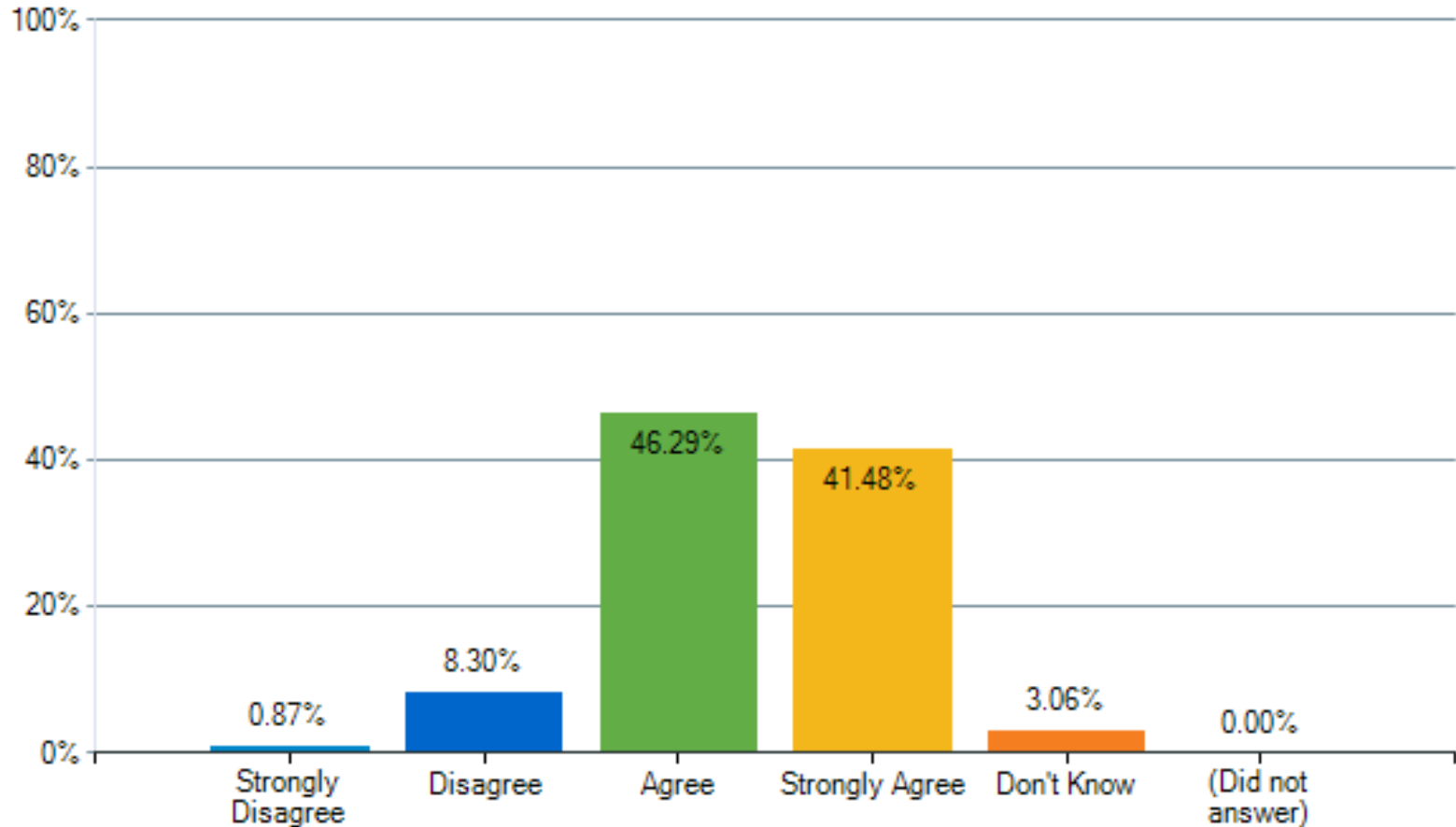
Q6d VALUING EQUITY WITHIN THE DISTRICT AND THE SCHOOL/DEPARTMENT

Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: Equity is a priority for board members in this district.



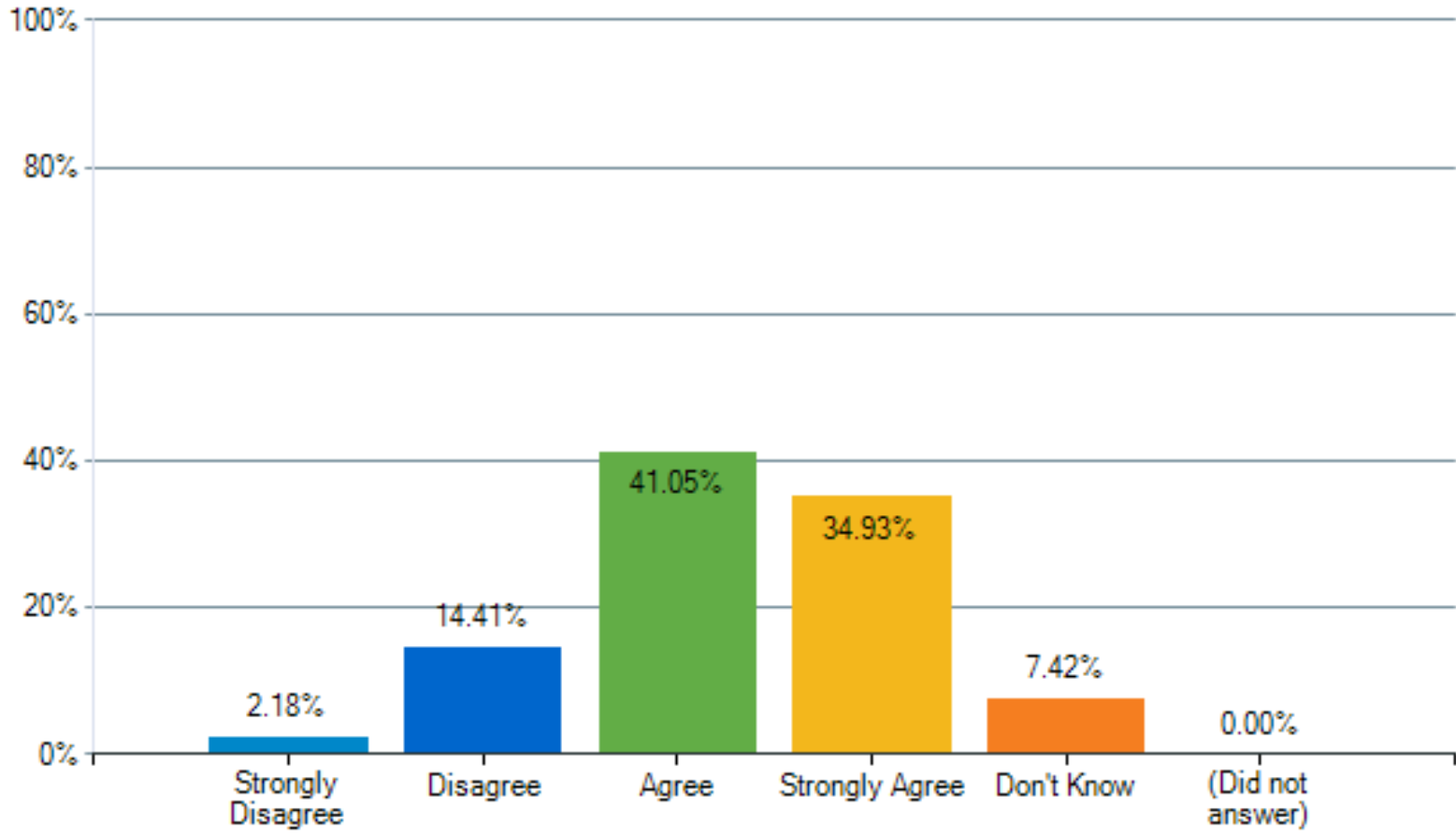
Q7a POLICIES AND PROCEDURES WITHIN THE DISTRICT AND YOUR SCHOOL/DEPARTMENT

Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: I am aware of Oxford Community Schools' policies and procedures on discrimination.

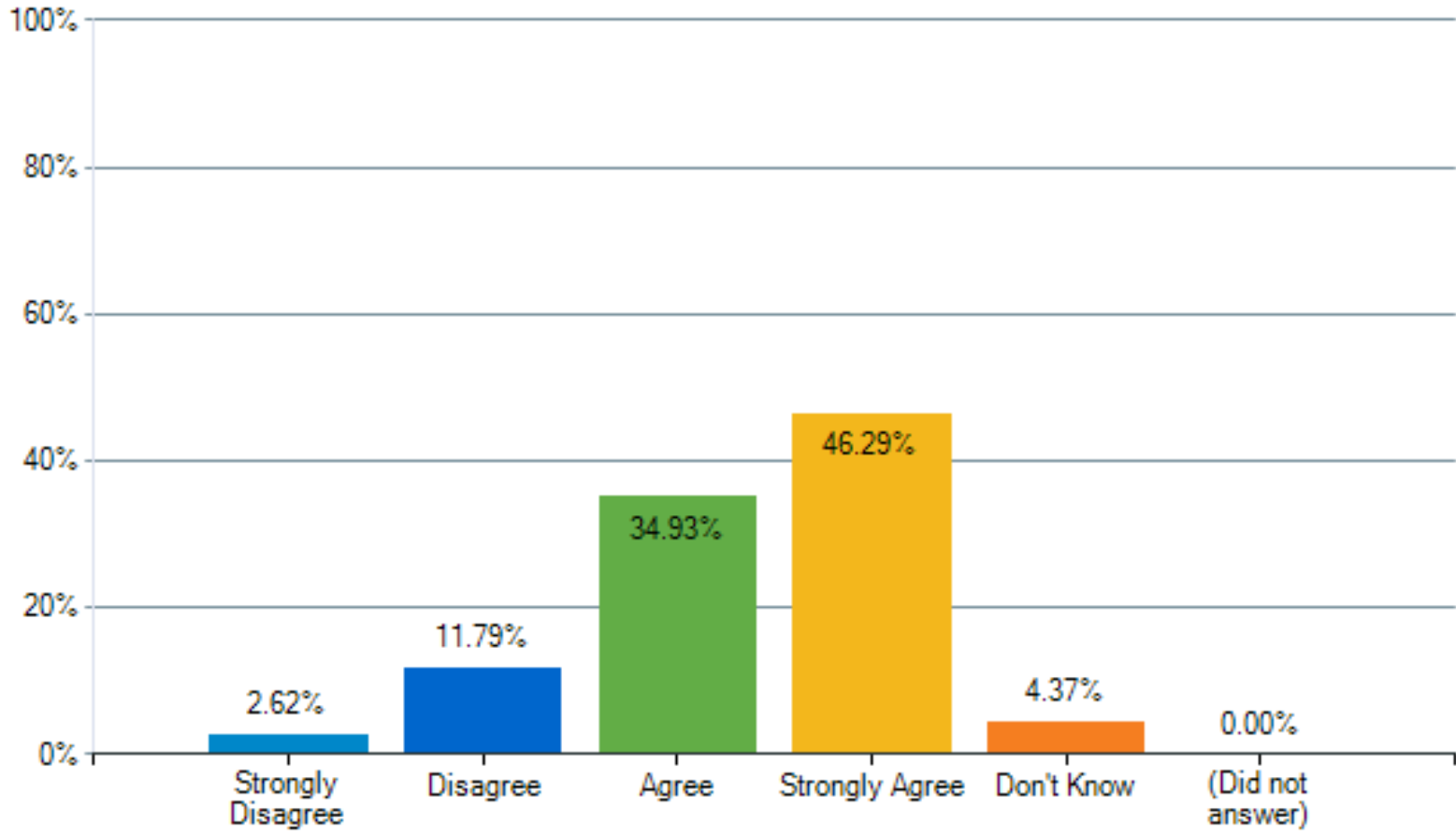


Q7b POLICIES AND PROCEDURES WITHIN THE DISTRICT AND YOUR SCHOOL/DEPARTMENT

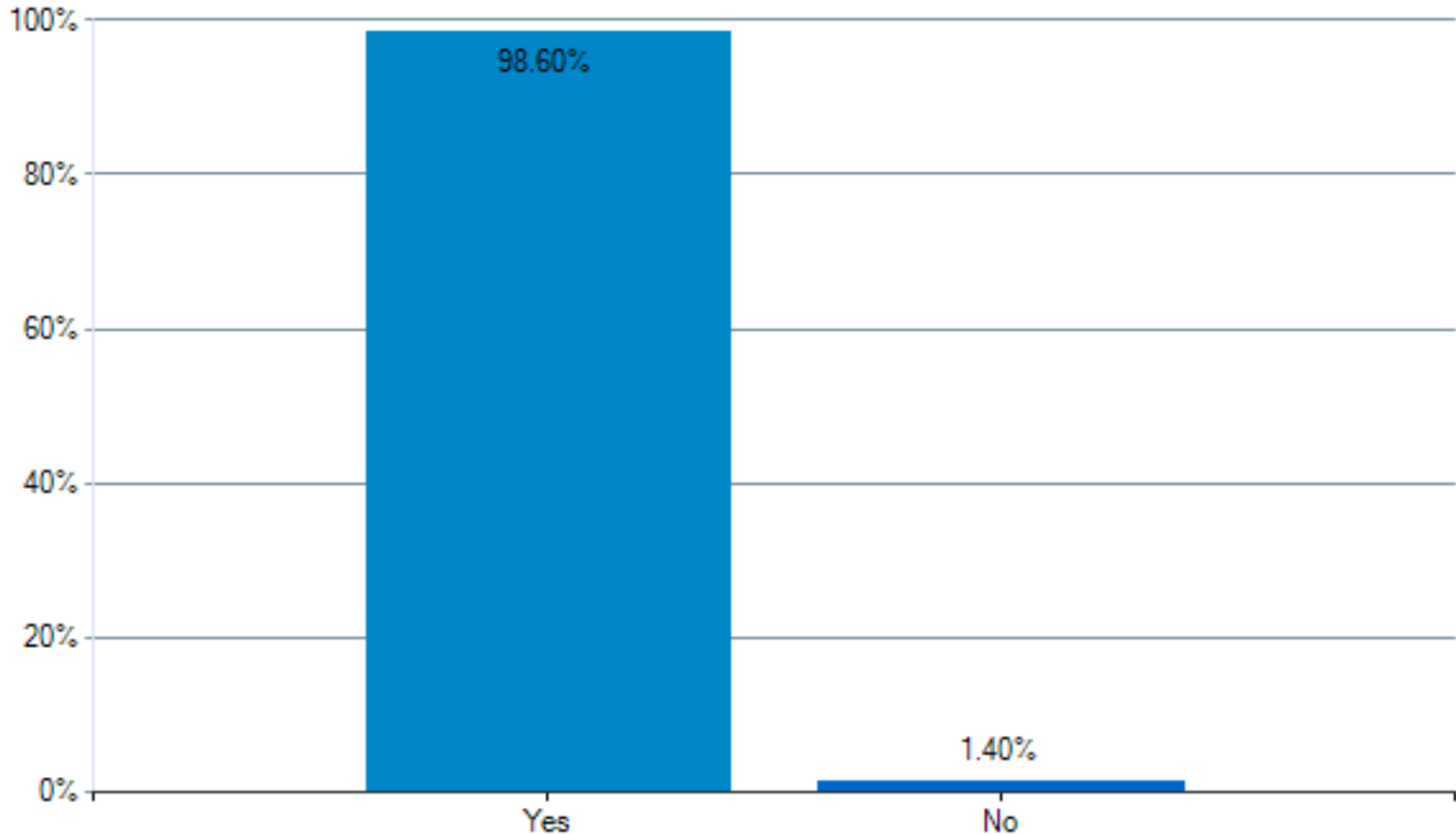
Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: Leaders at my school or department make sure staff are aware of the policies and procedures for discrimination.



Q7c POLICIES AND PROCEDURES WITHIN THE DISTRICT AND YOUR SCHOOL/DEPARTMENT
Thinking about Oxford Community Schools and your school, please select your level of agreement for the following statements.: I would feel comfortable reporting discrimination.

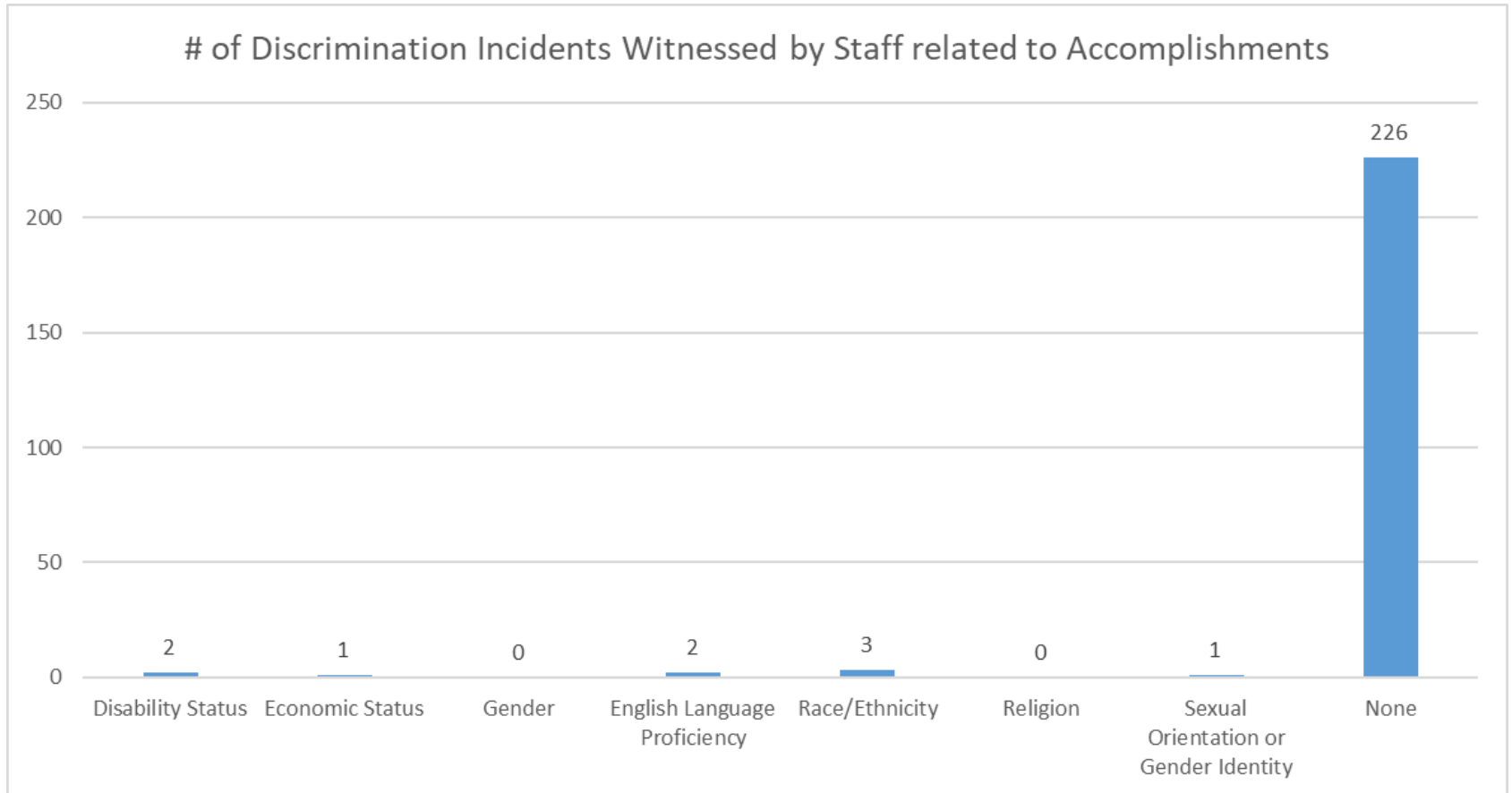


Q8 With your school in mind, does staff recognize students for their accomplishments regardless of background.

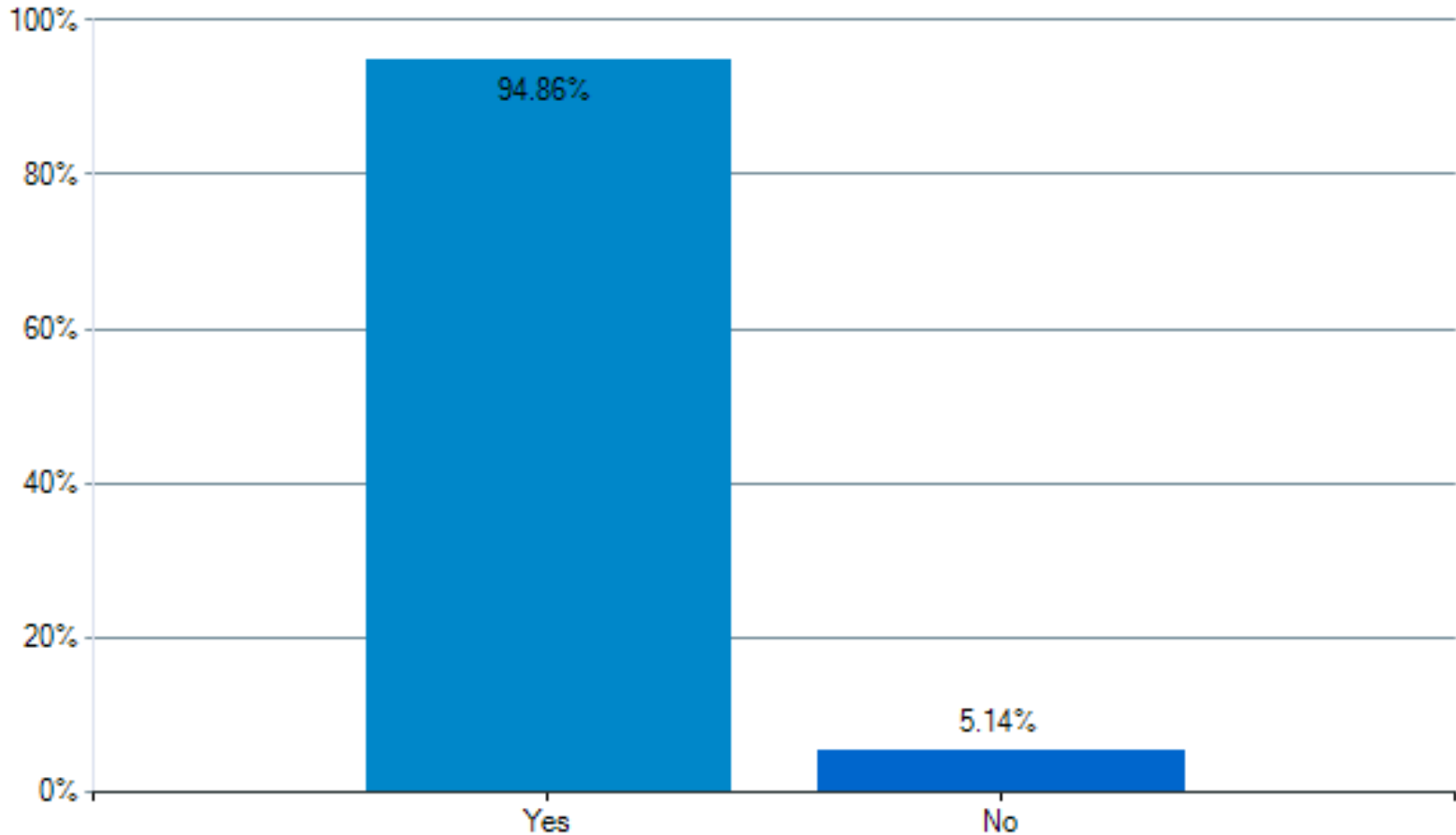


Q9 EQUITY WITHIN YOUR SCHOOL

If you answered no to question #8, please indicate your reason: I believe staff discriminated against one or more of the following subgroups:

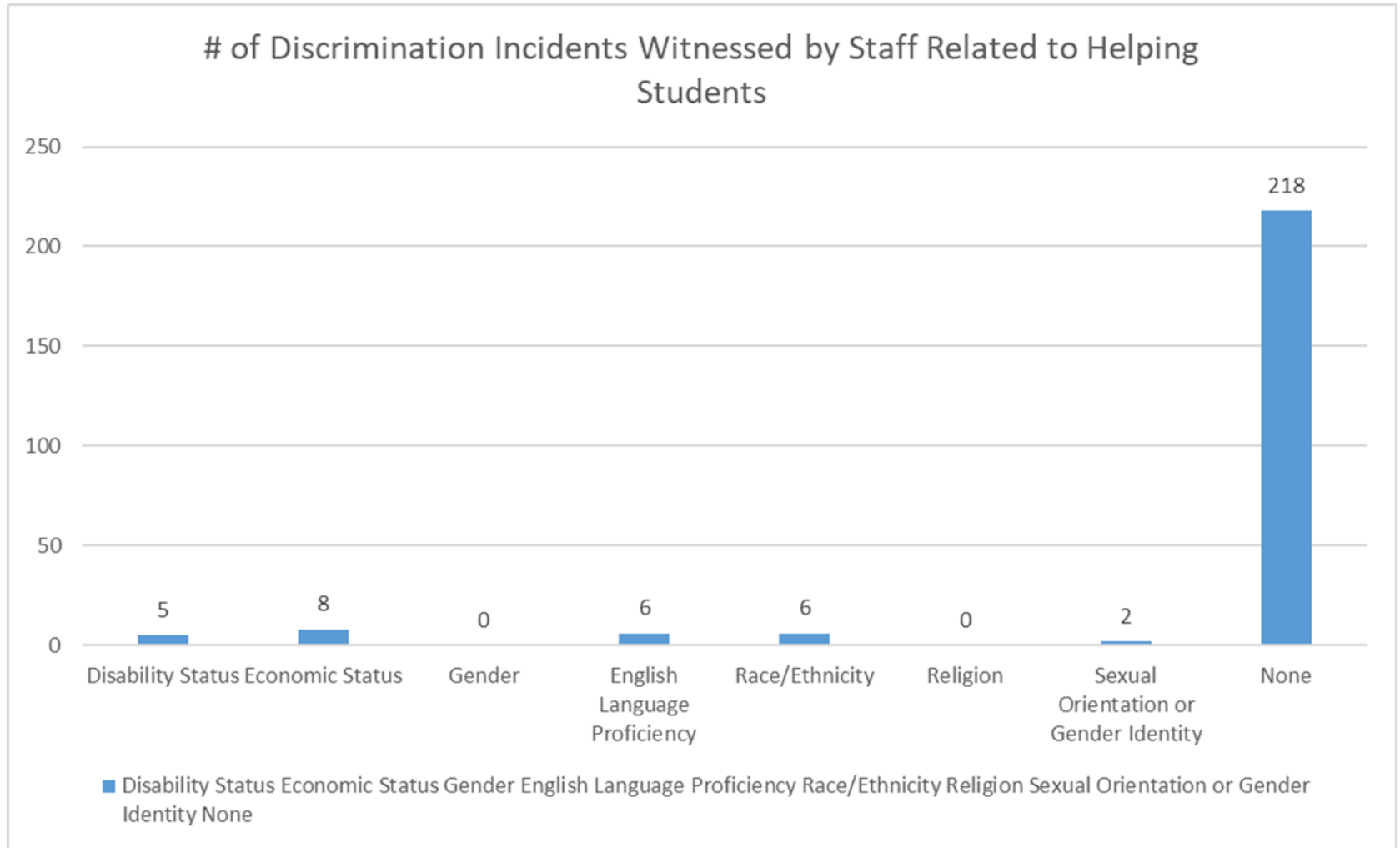


Q10 With your school in mind, does staff help students be successful regardless of background.

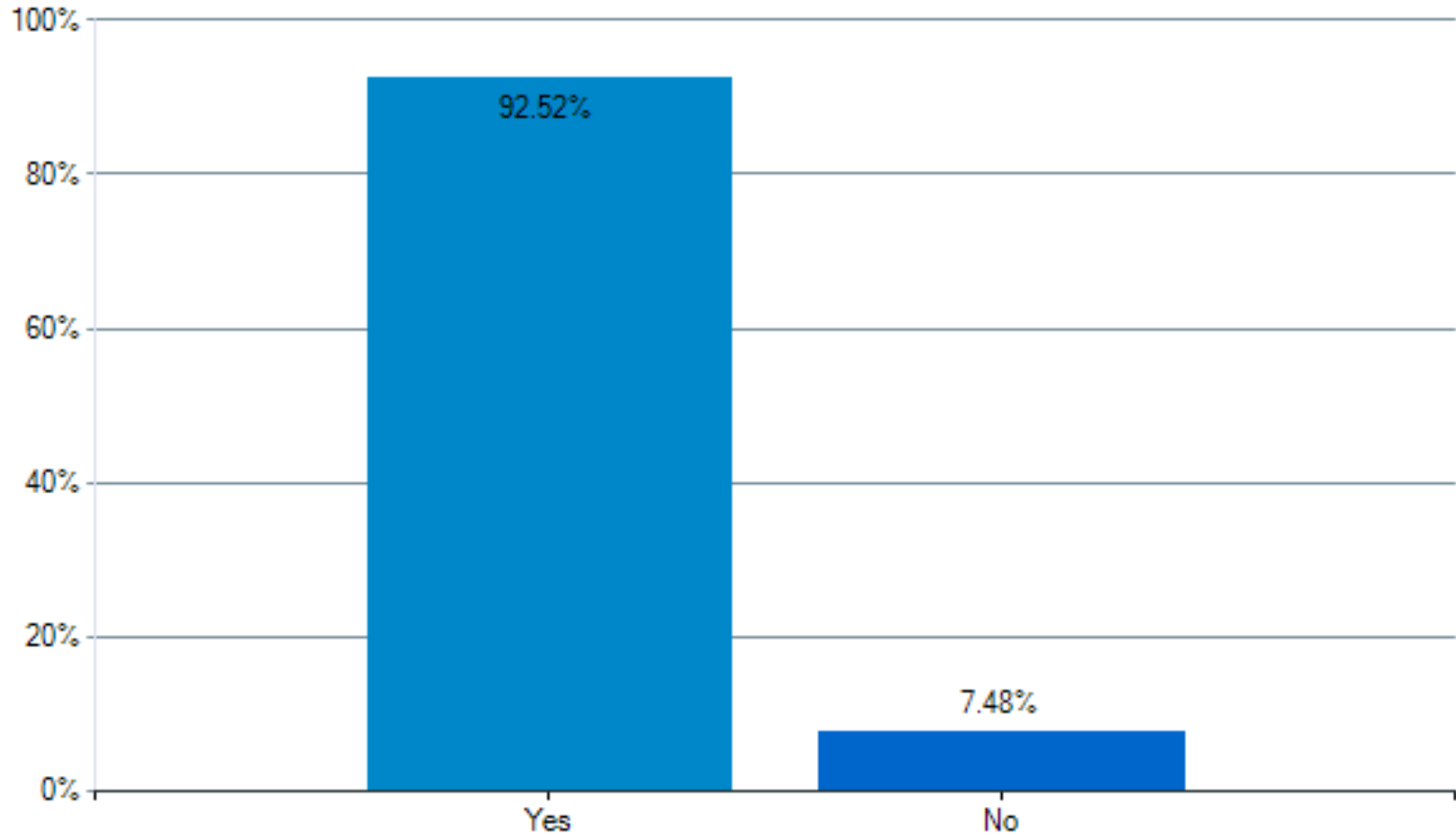


Q11 EQUITY WITHIN YOUR SCHOOL

If you answered no to question #10, please indicate your reason: I believe staff discriminated against one or more of the following subgroups:

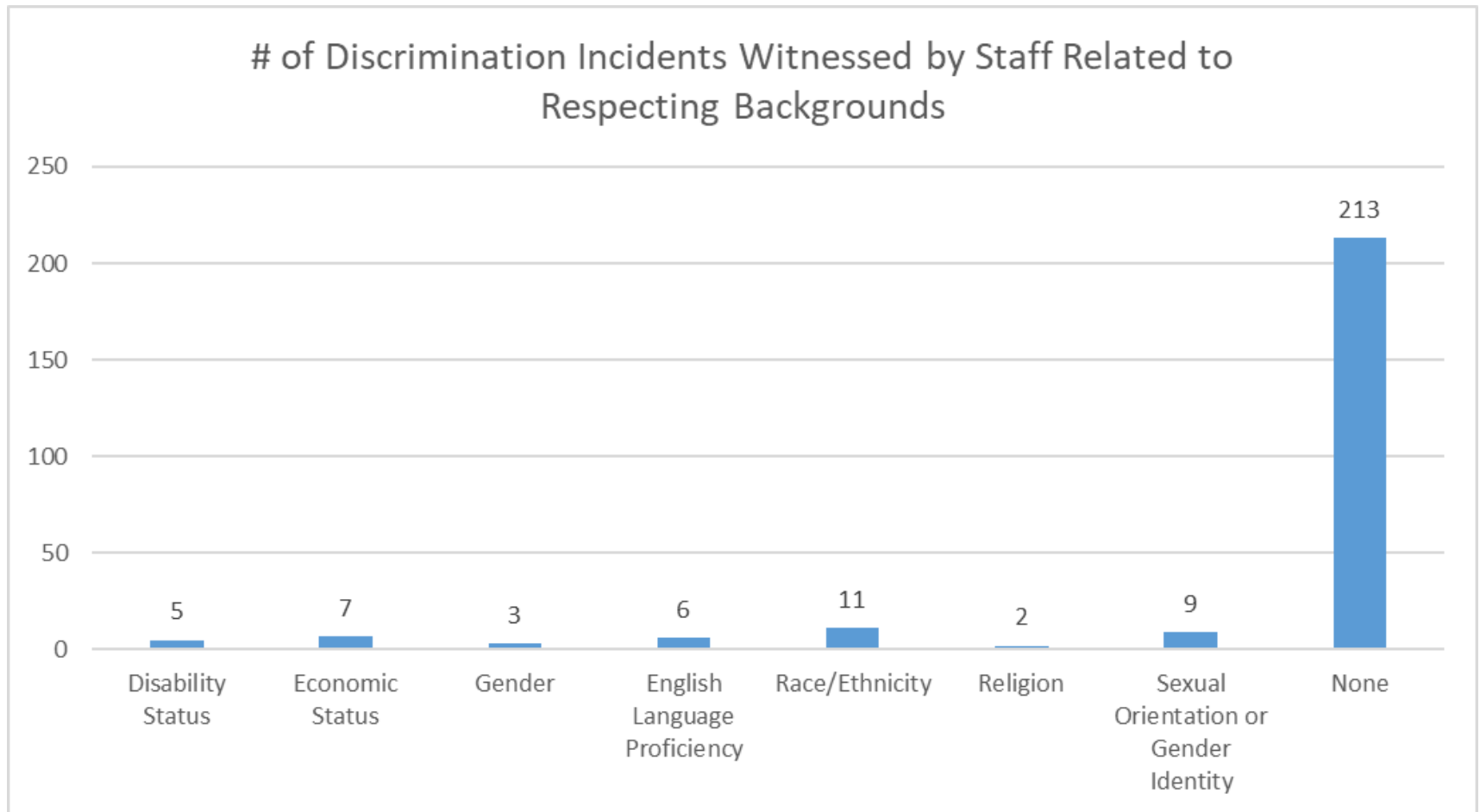


Q12 With your school in mind, does staff respect students regardless of background.

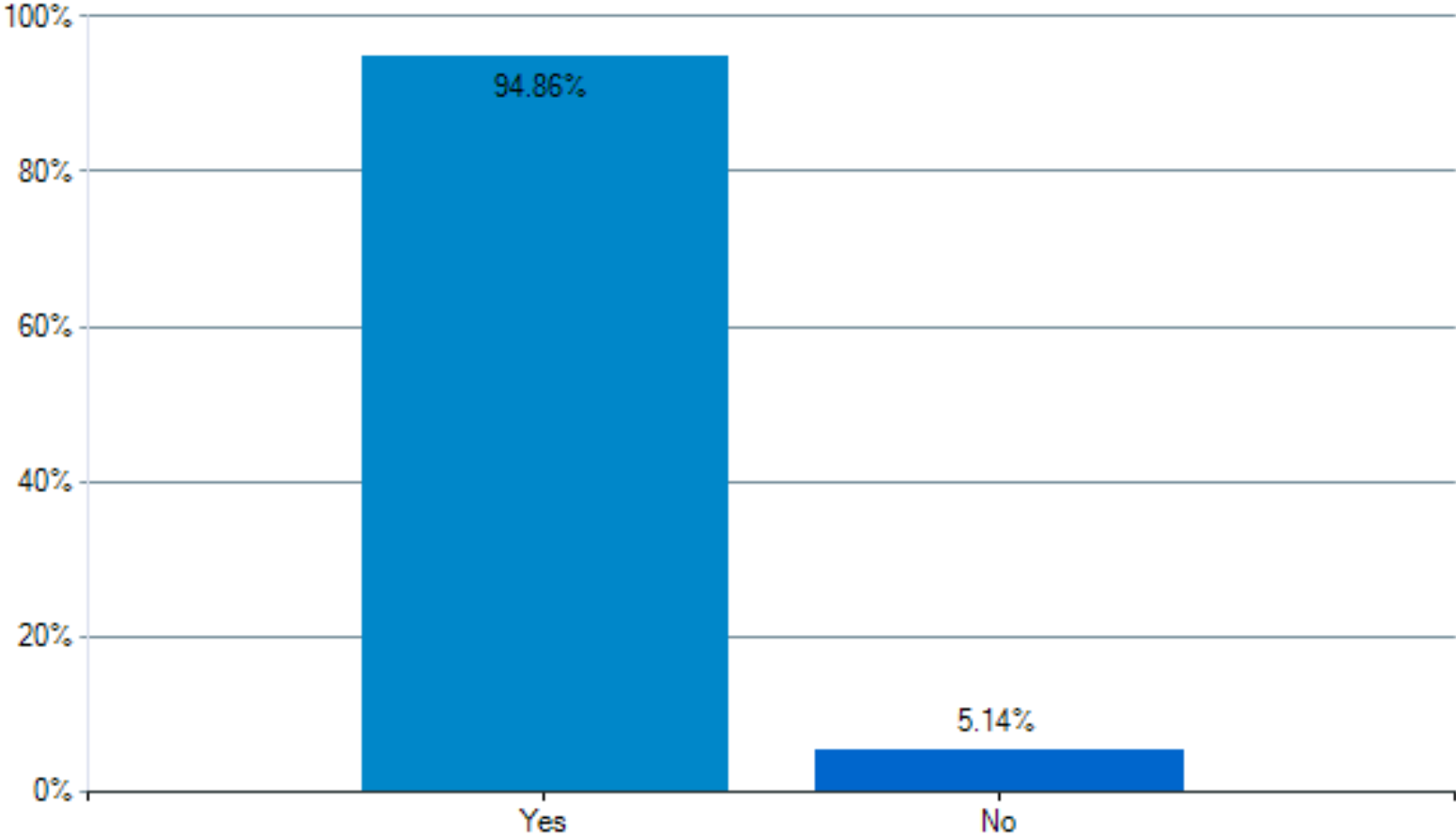


Q13 EQUITY WITHIN YOUR SCHOOL

If you answered no to question #12, please indicate your reason: I believe staff discriminated against one or more of the following subgroups:

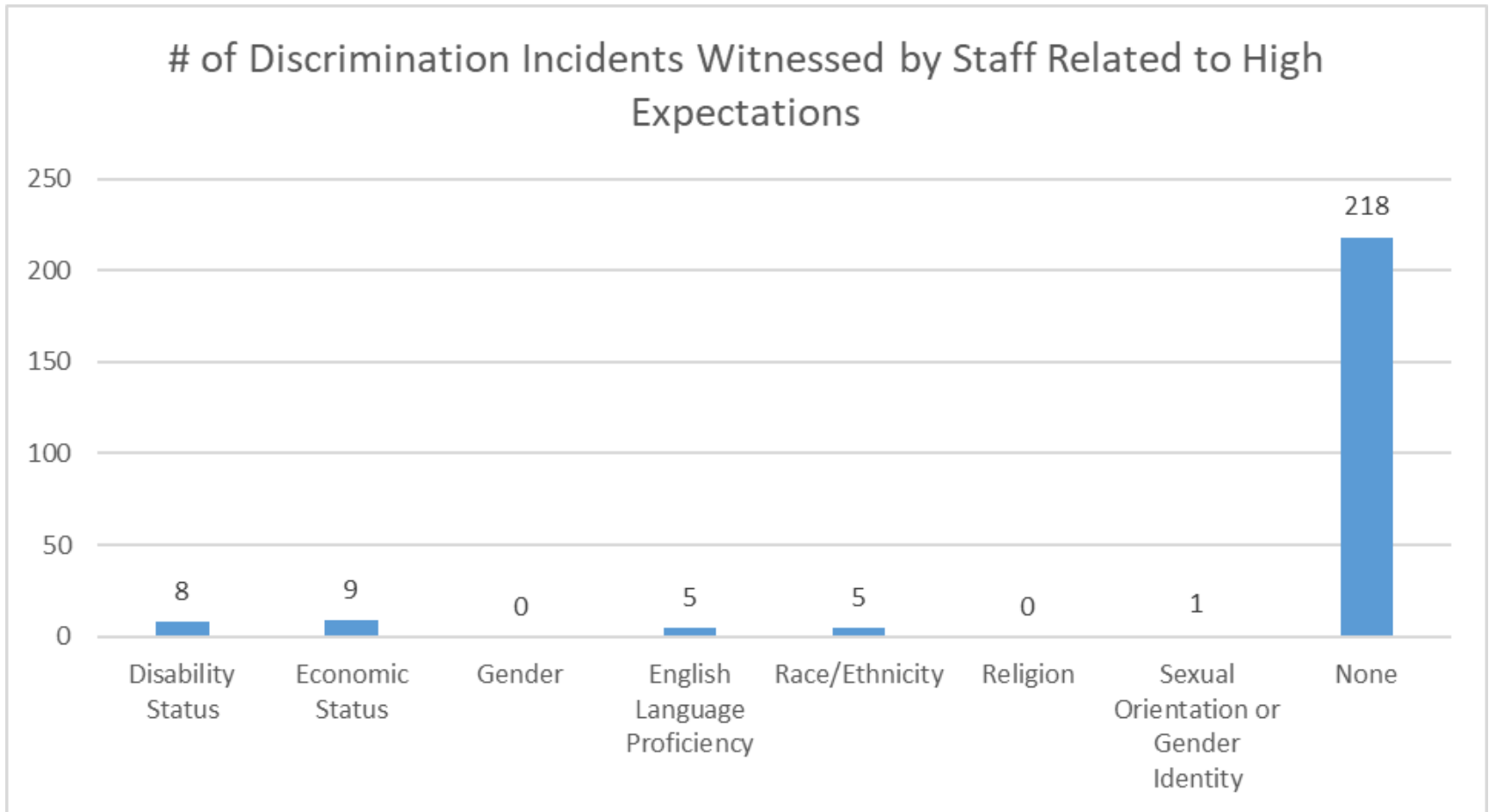


Q14 With your school in mind, does staff set high expectations for students regardless of background.



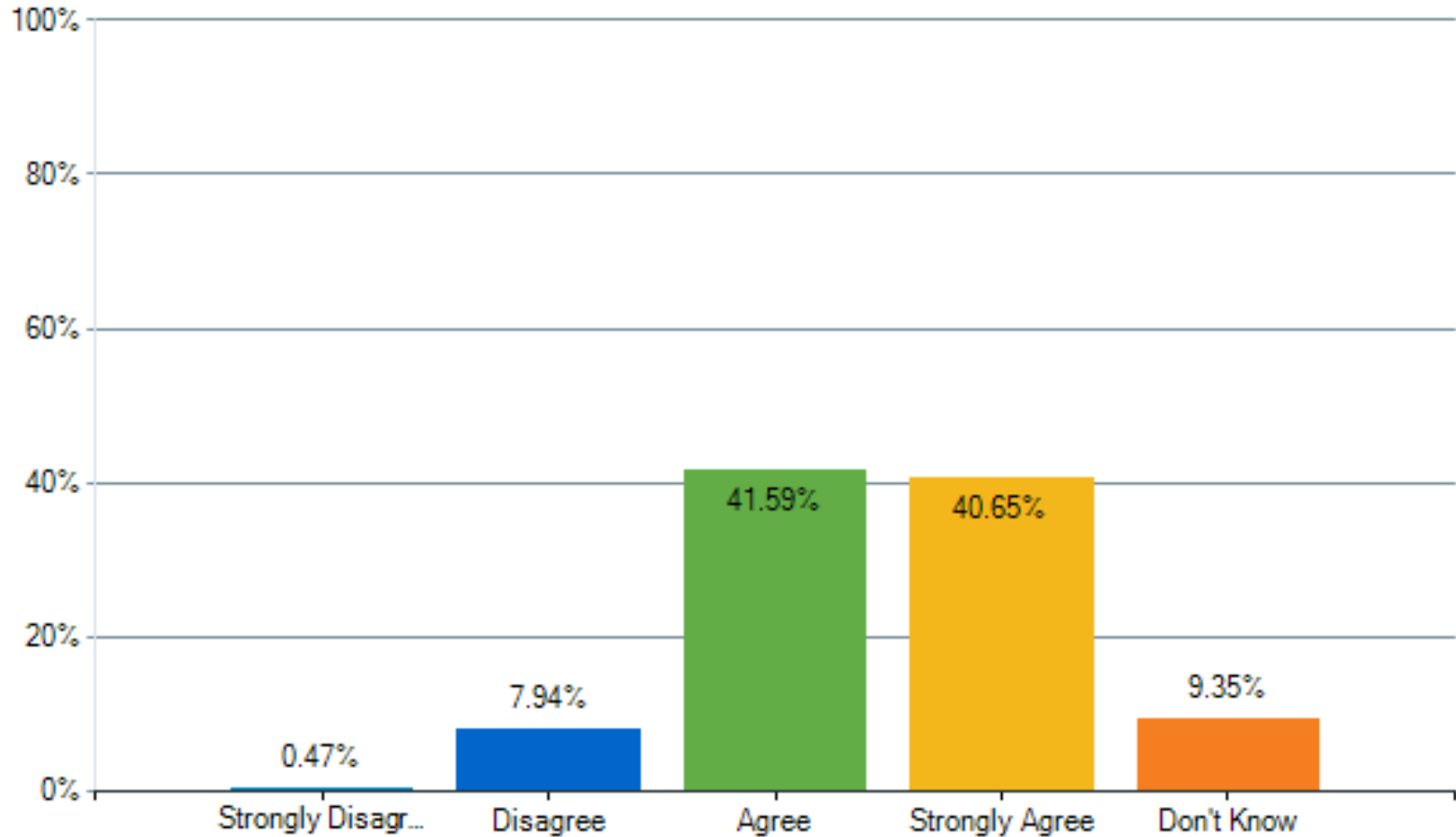
Q15 EQUITY WITHIN YOUR SCHOOL

If you answered no to question #14, please indicate your reason: I believe staff discriminated against one or more of the following subgroups:



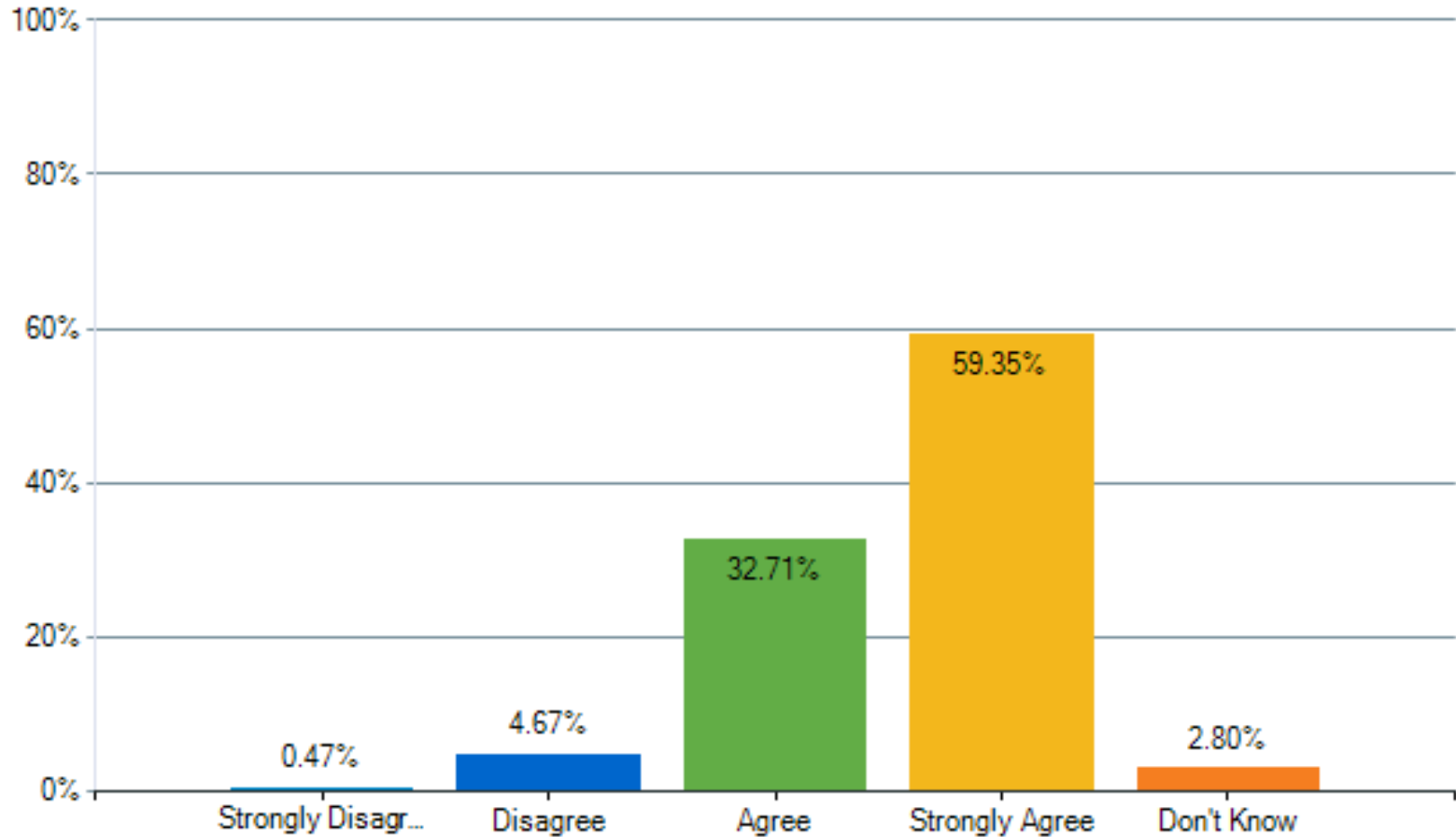
Q16a EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Staff listens to all students' voices when making classroom decisions.



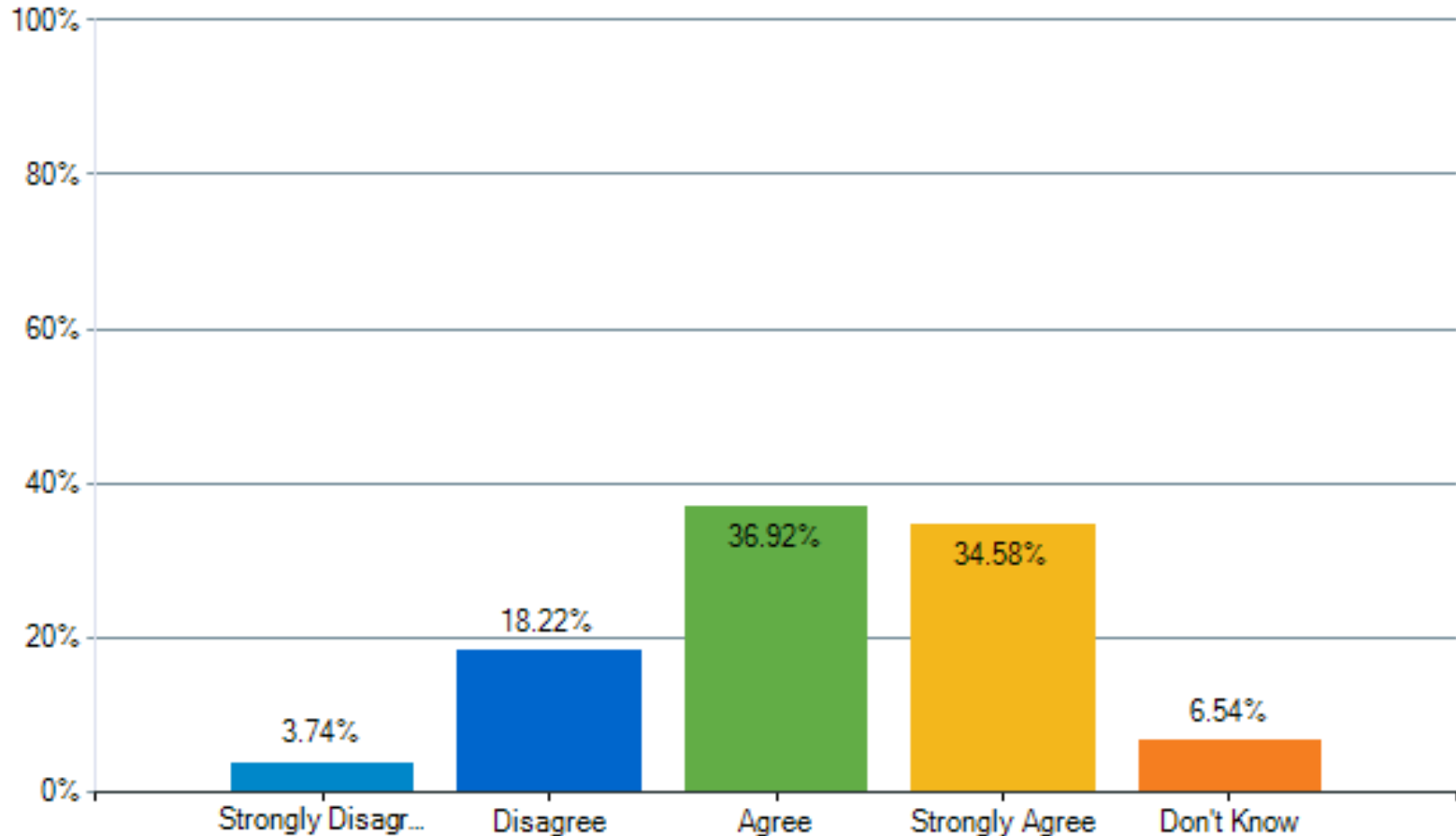
Q16b EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Teachers and staff create a safe and welcoming environment for every student.



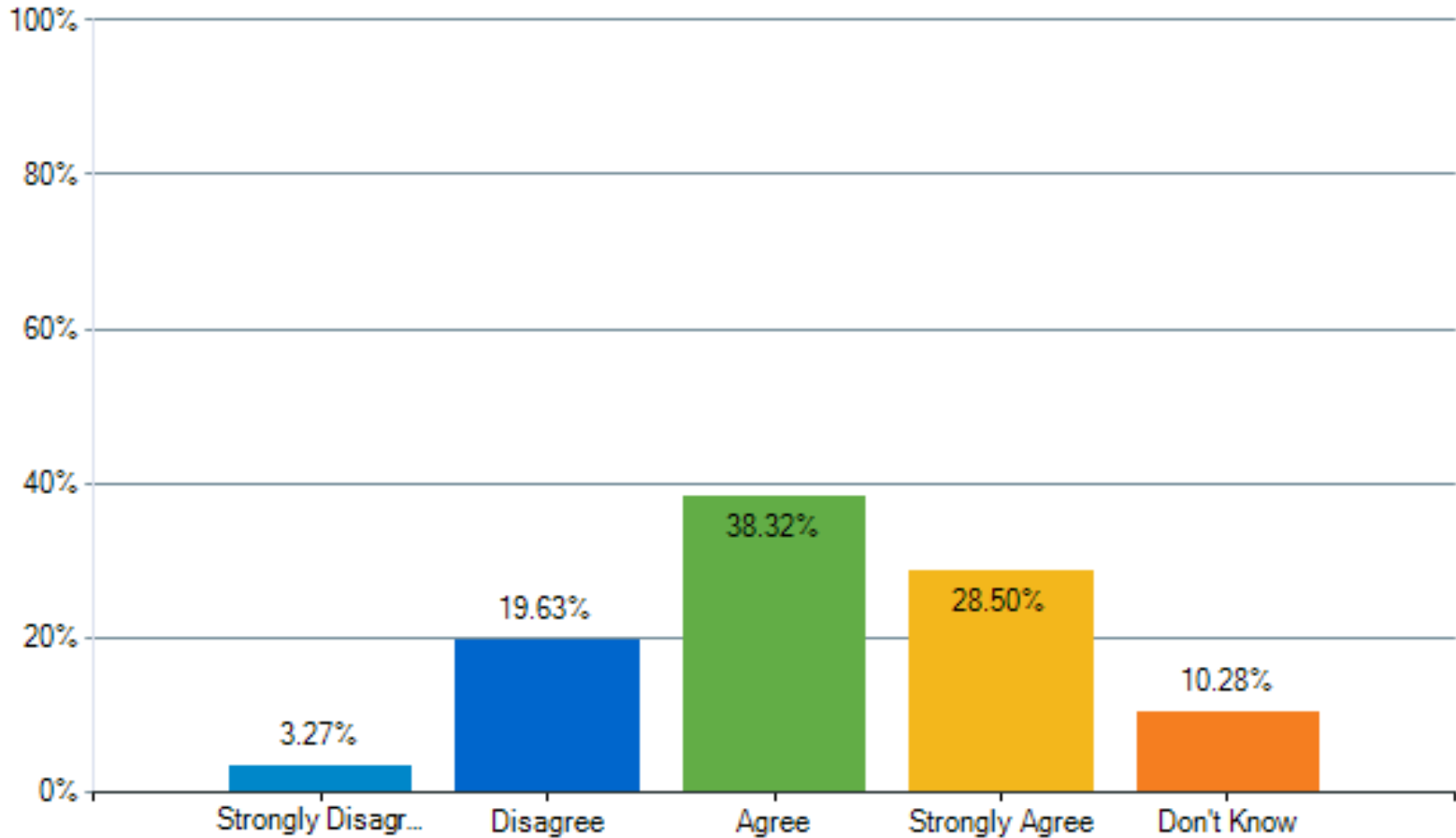
Q16c EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: There are representations of diverse communities reflected in pictures and/or posters throughout the school.



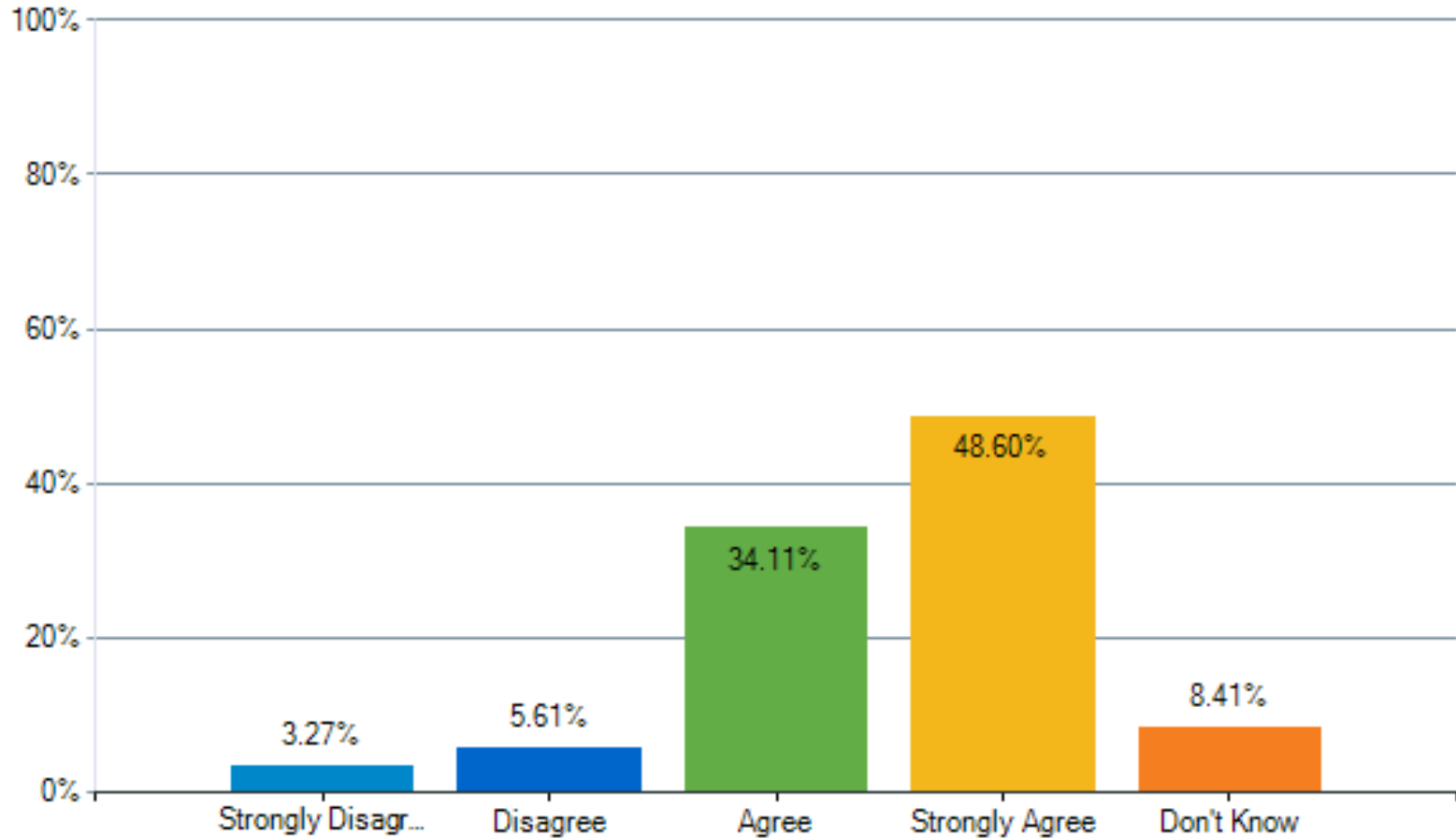
Q16d EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: There are representations of diverse communities reflected in special events and celebrations.



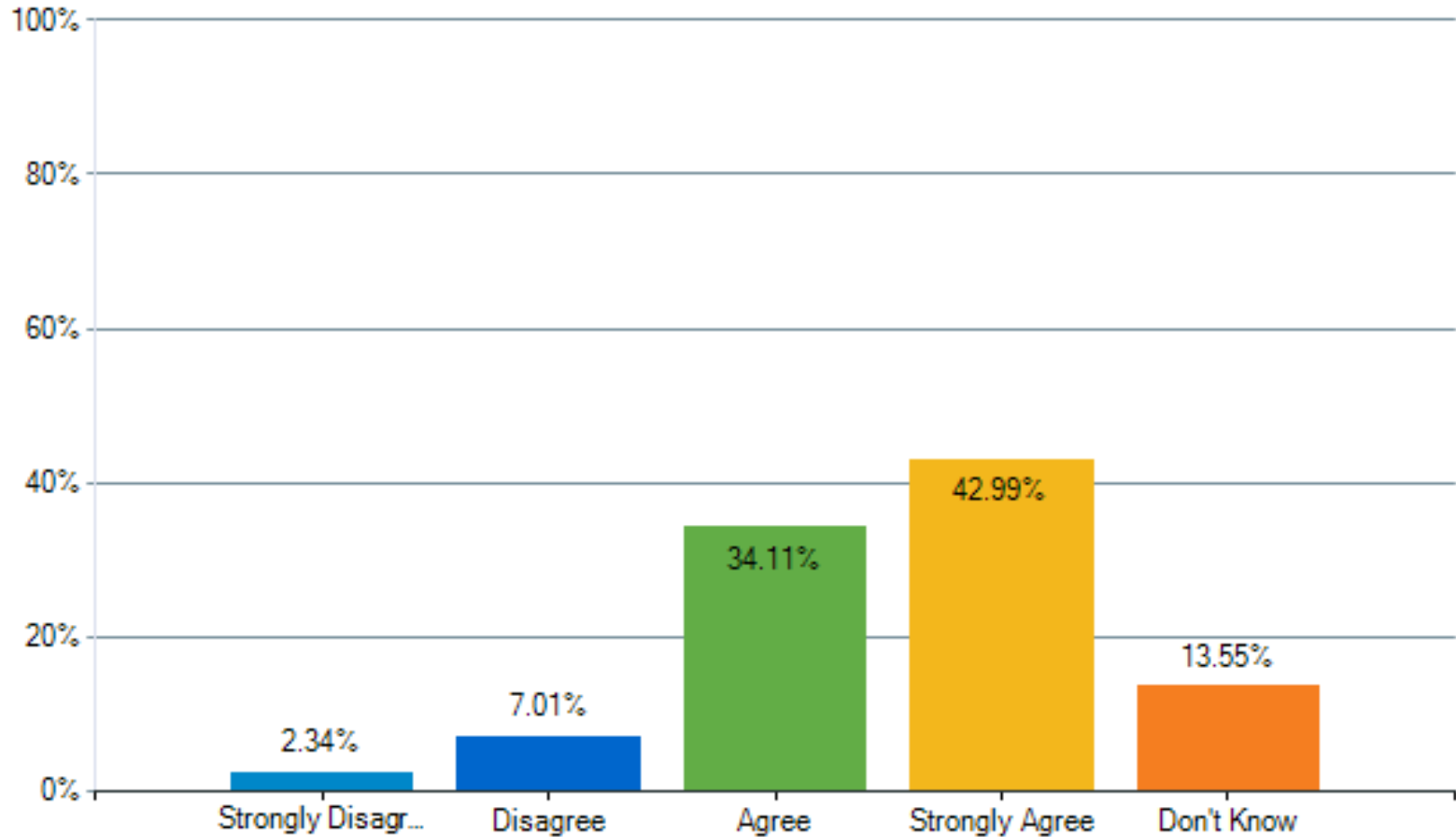
Q16e EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Discipline is enforced fairly for students of all backgrounds.



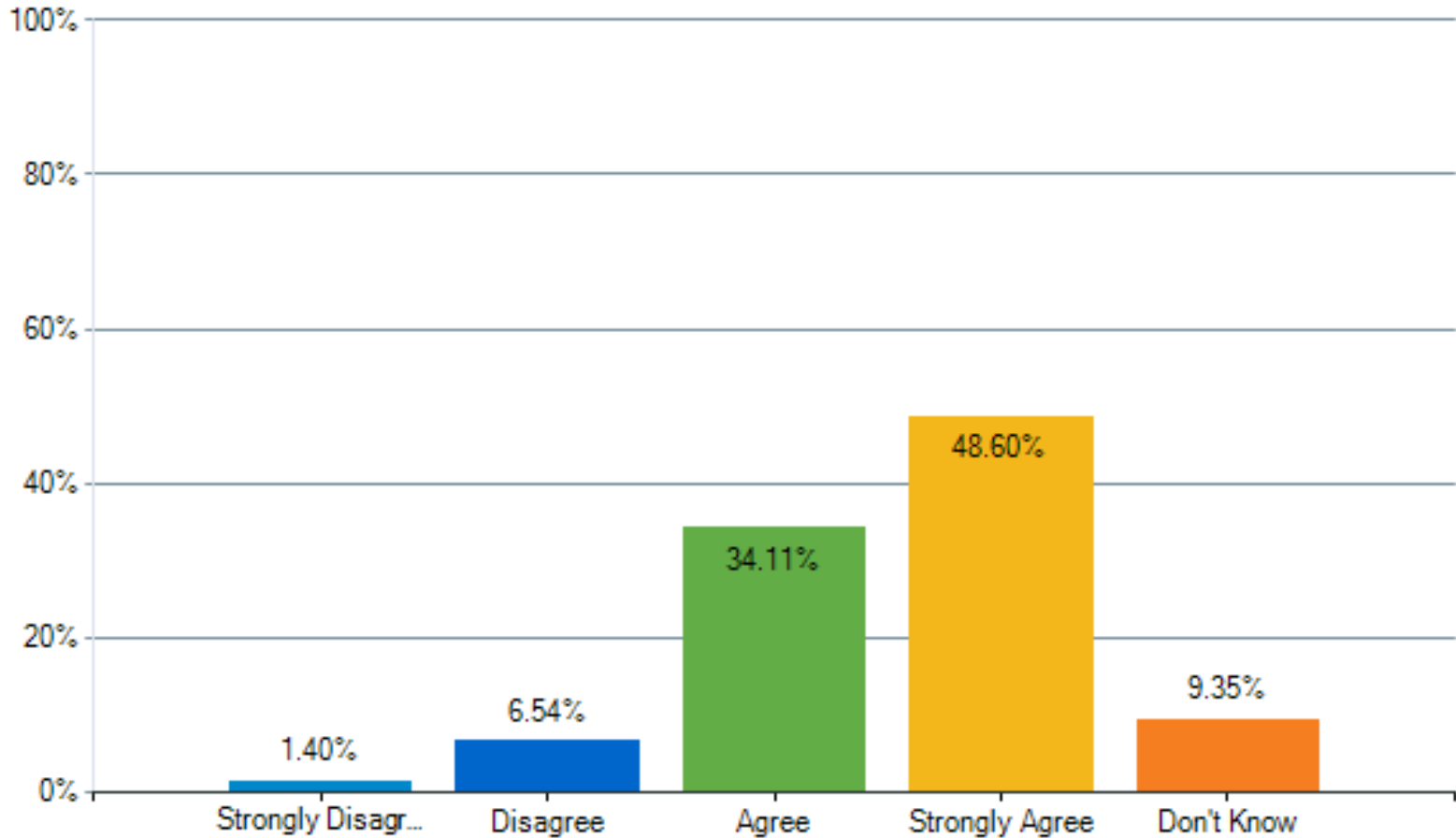
Q16f EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Staff of all backgrounds have the same opportunities within this district.



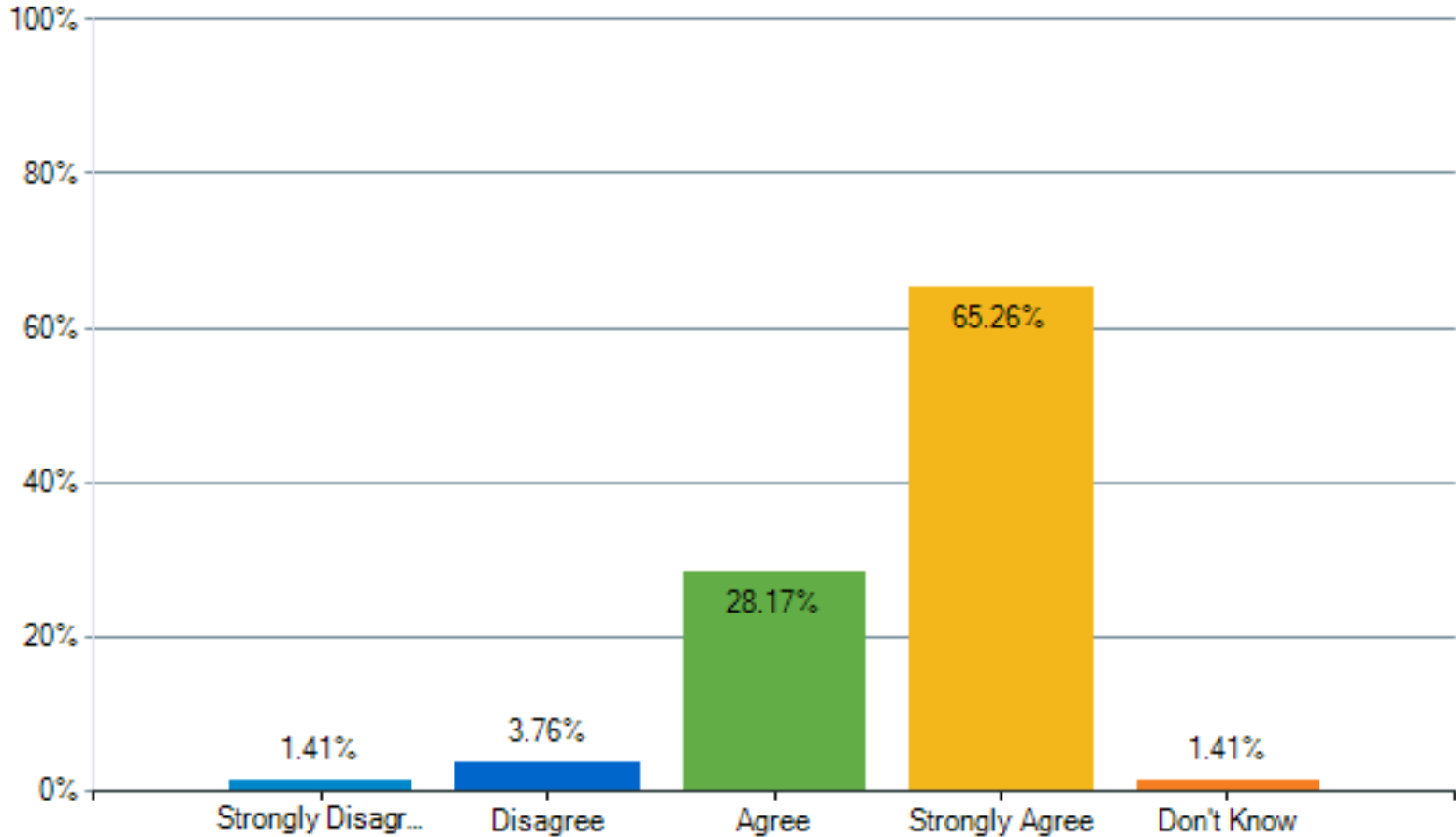
Q16g EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Staff of all backgrounds are welcomed and made to feel a valuable member of the district.

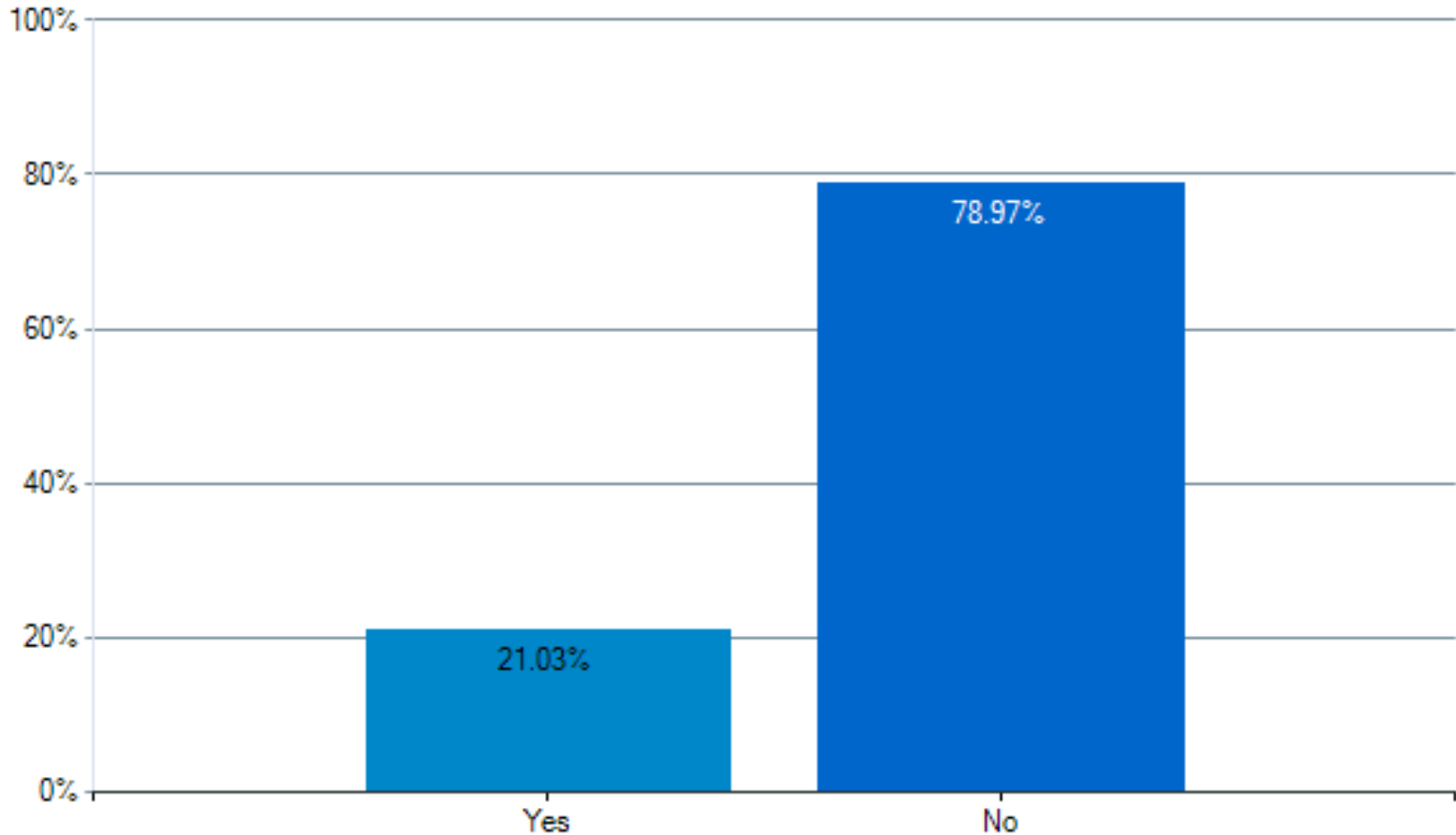


Q16h EQUITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: I feel comfortable and welcome in my school/department.

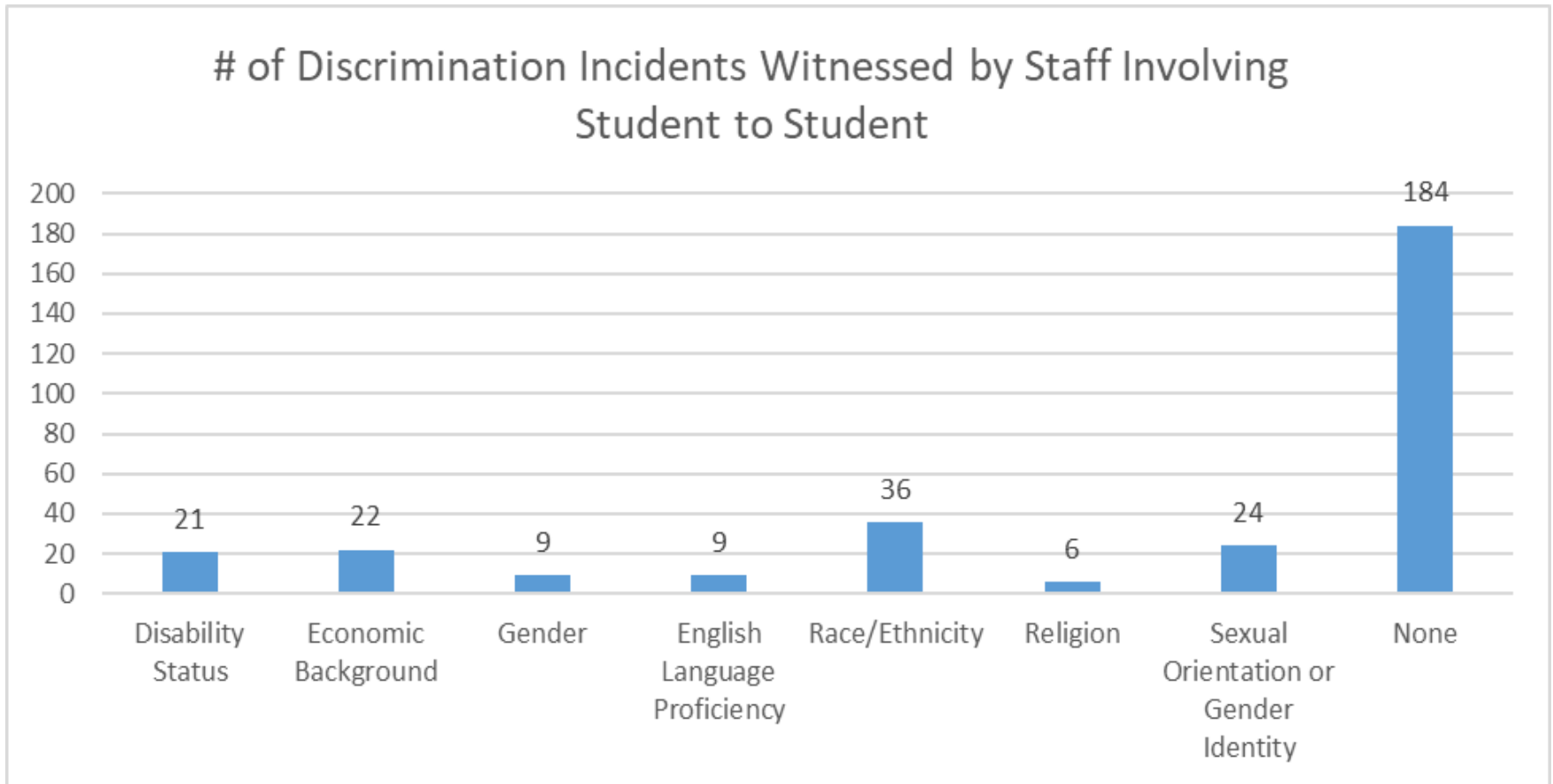


Q17 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL: I have witnessed students being intimidated, harassed, or excluded by other students because of their background.

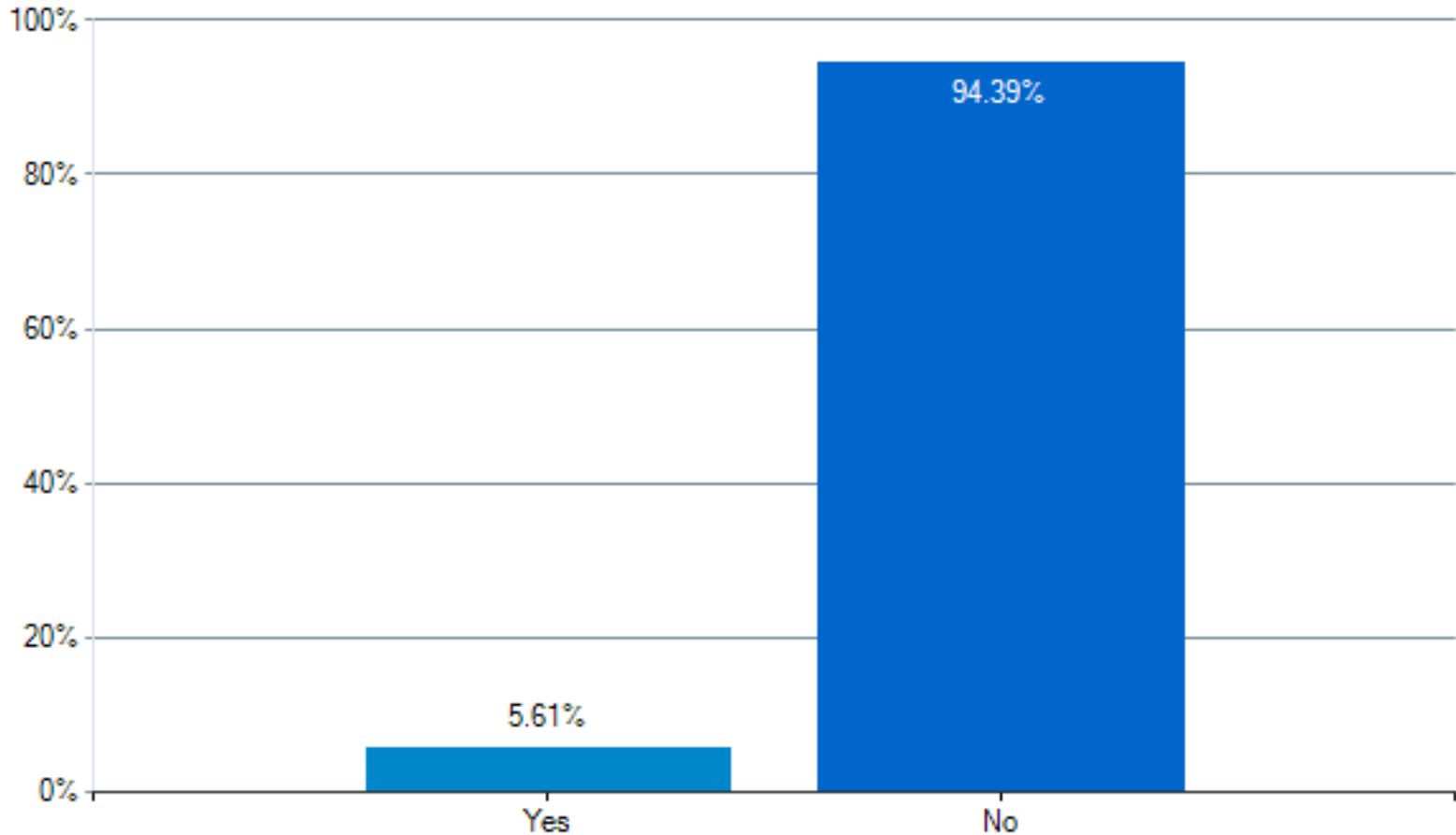


Q18 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL

Please indicate why you answered Yes to question #17: I have witnessed students being intimidated, harassed, or excluded by other students because of...

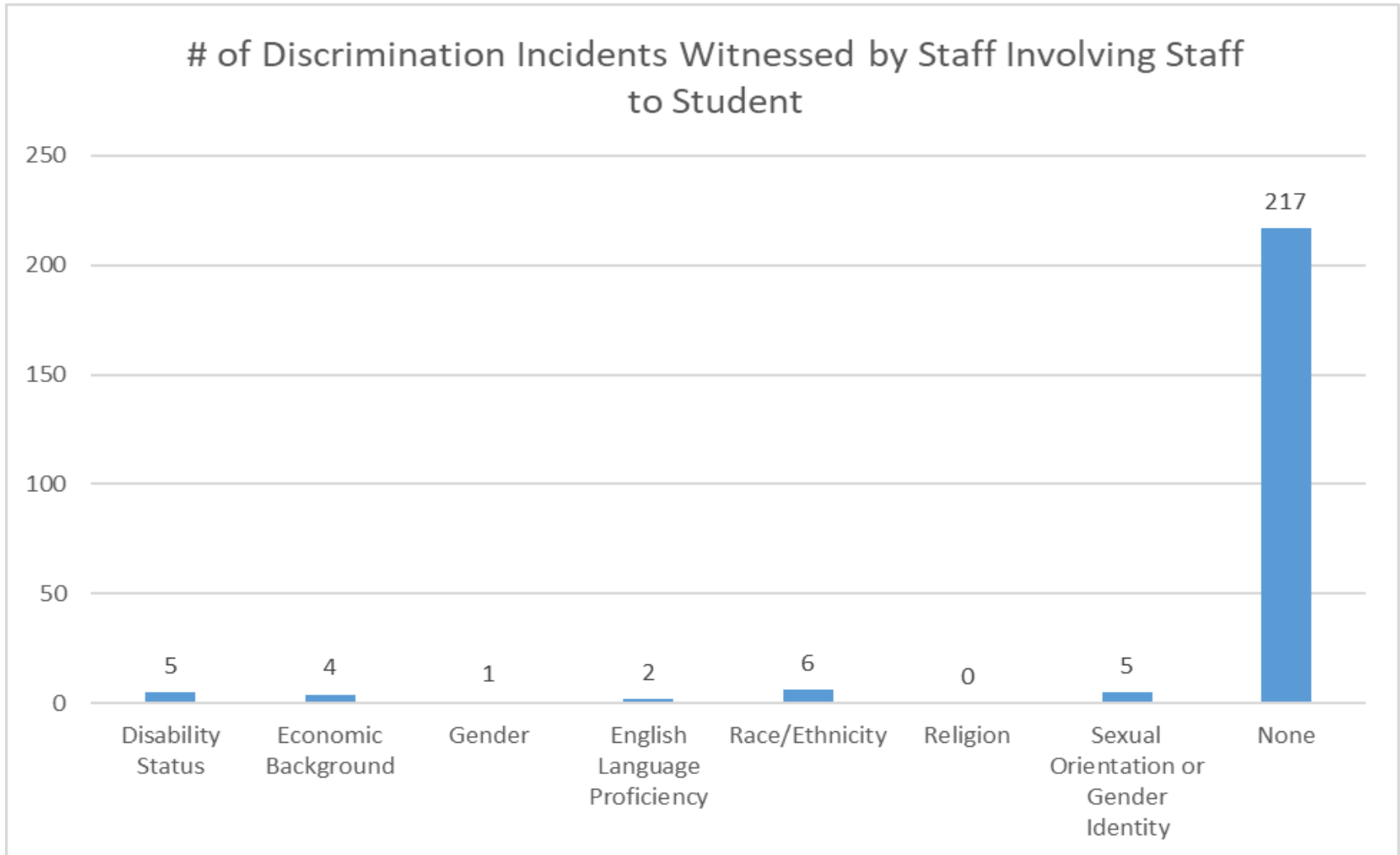


Q19 SAFETY AND BEHAVIOR IN YOUR SCHOOL: I have witnessed students being intimidated, harassed, or excluded by district or school employees because of their background.

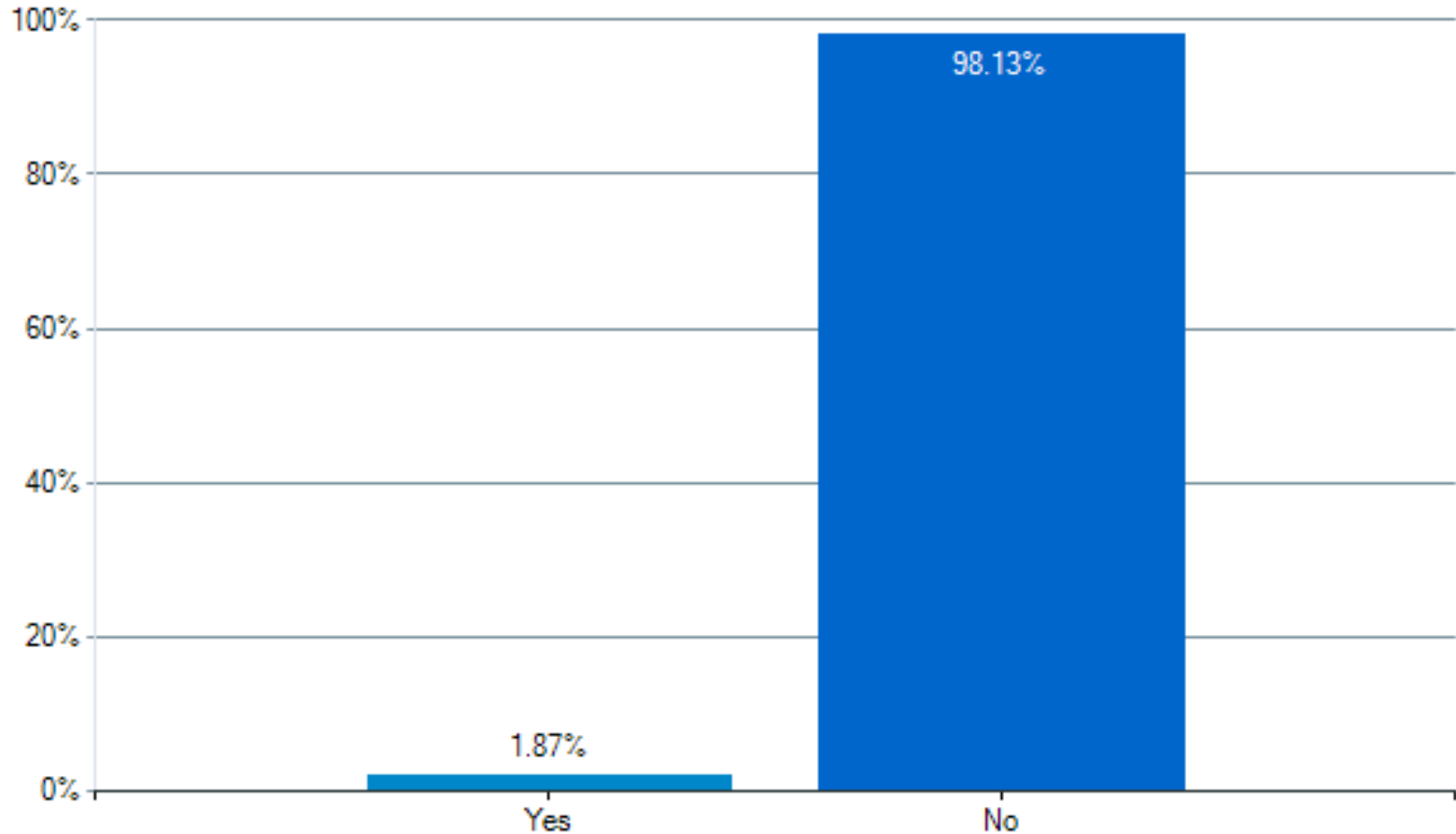


Q20 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL

Please indicate why you answered Yes to question #19: I have witnessed students being intimidated, harassed, or excluded by district or school employees because of...

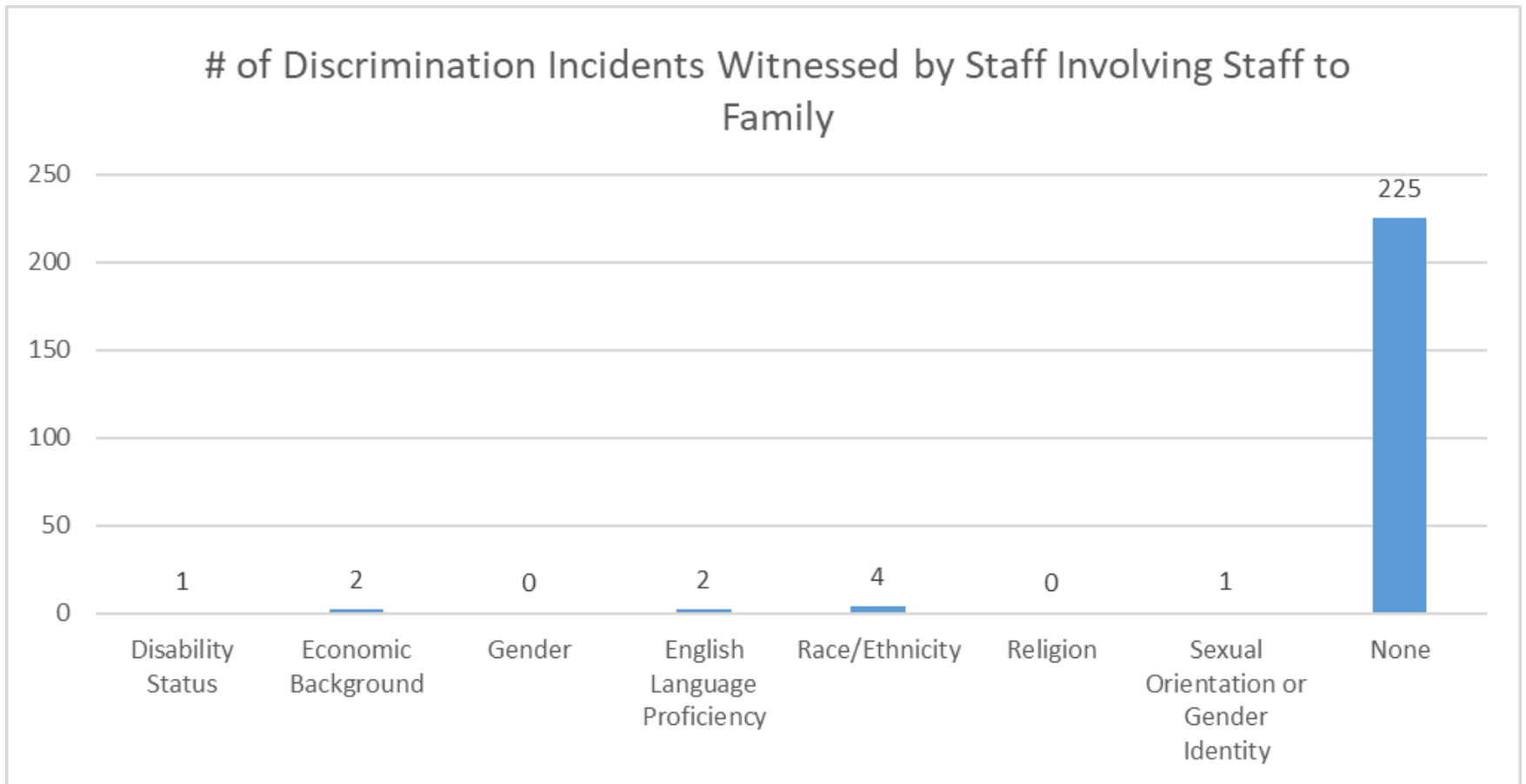


Q21 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL: I have witnessed parents or other adults being intimidated, harassed, or excluded by district or school employees because of their background.

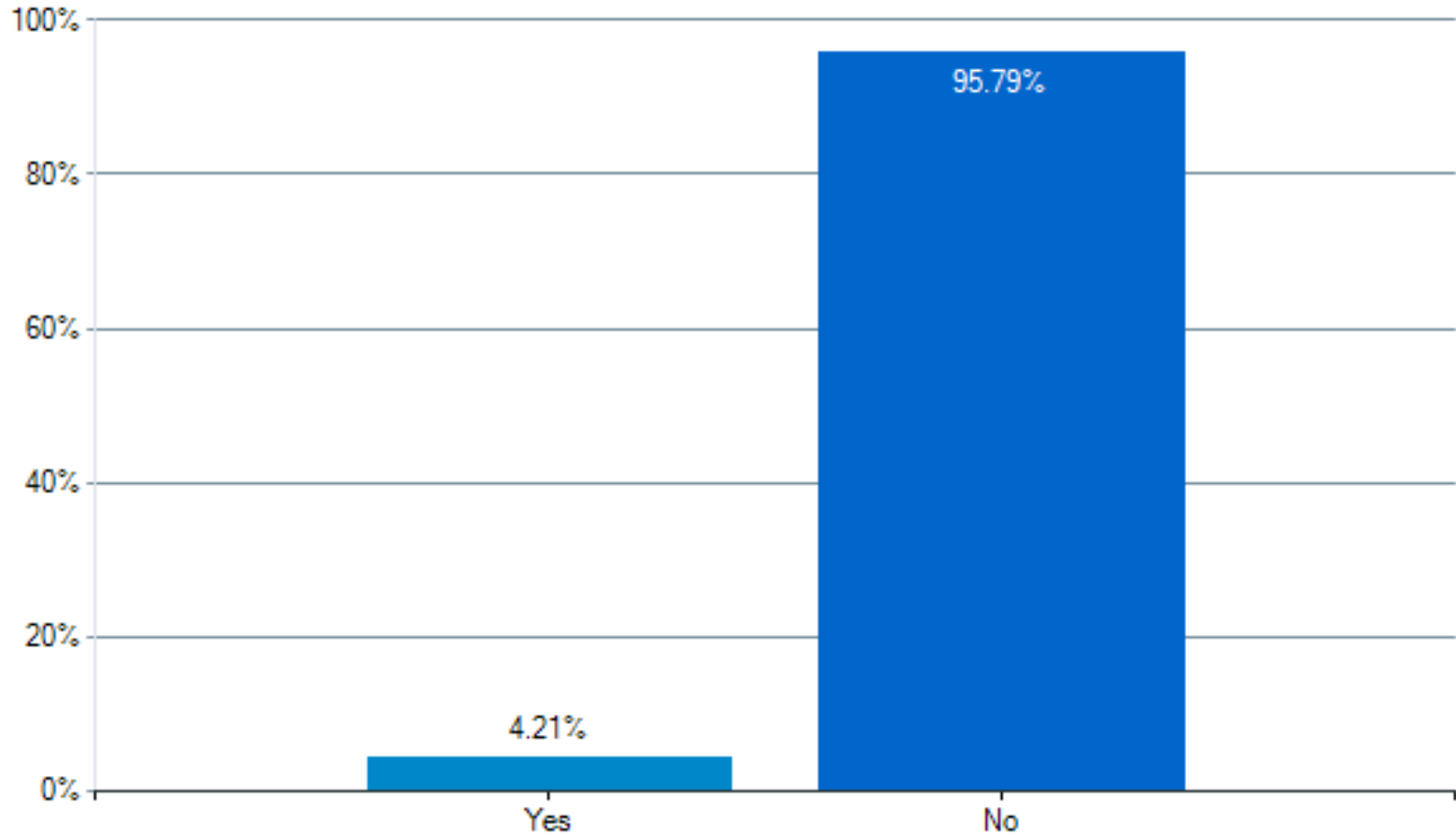


Q22 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL

Please indicate why you answered Yes to question #21: I have witnessed parents or other adults being intimidated, harassed, or excluded by district or school employees because of...

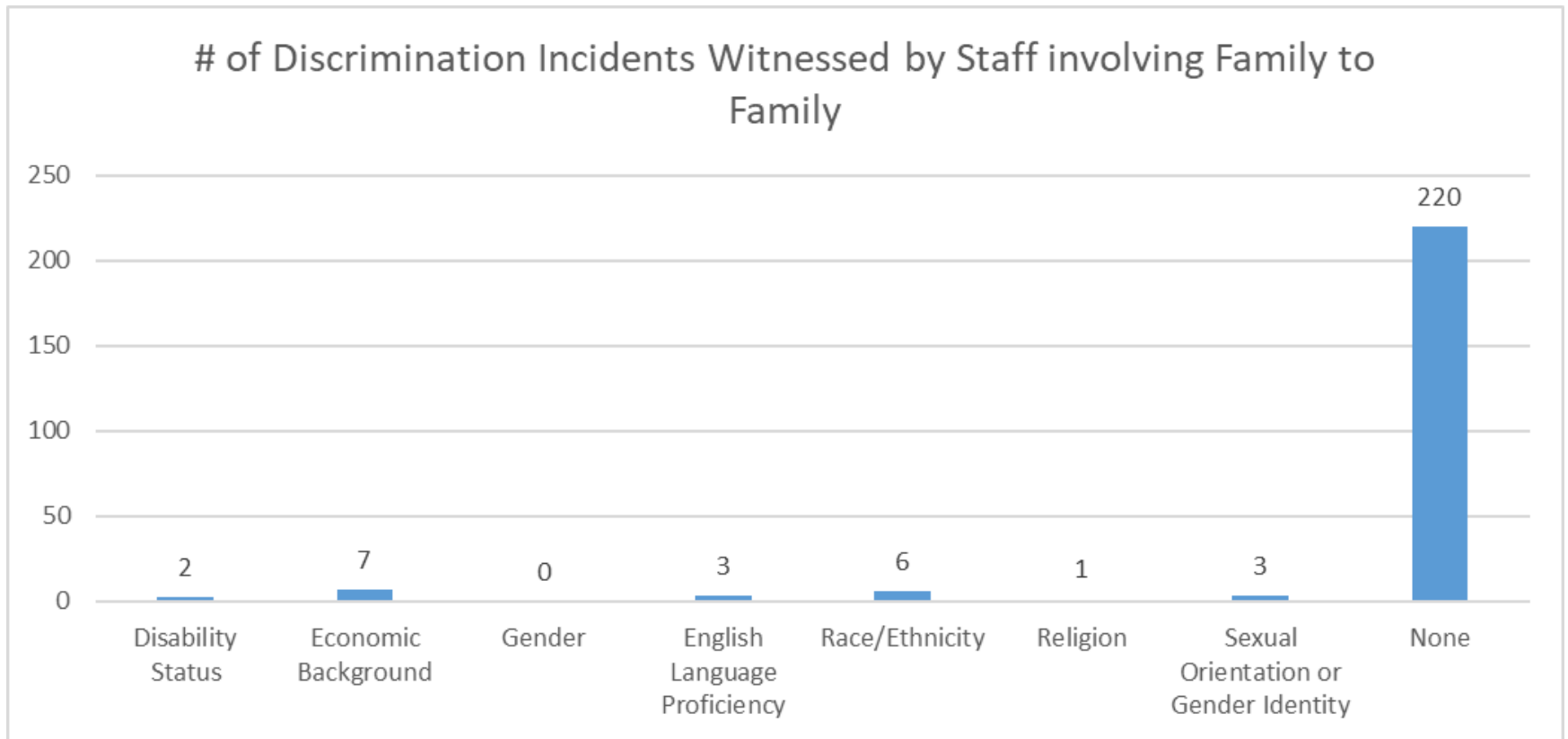


Q23 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL: I have witnessed families being intimidated, harassed, or excluded by other families because of their background.

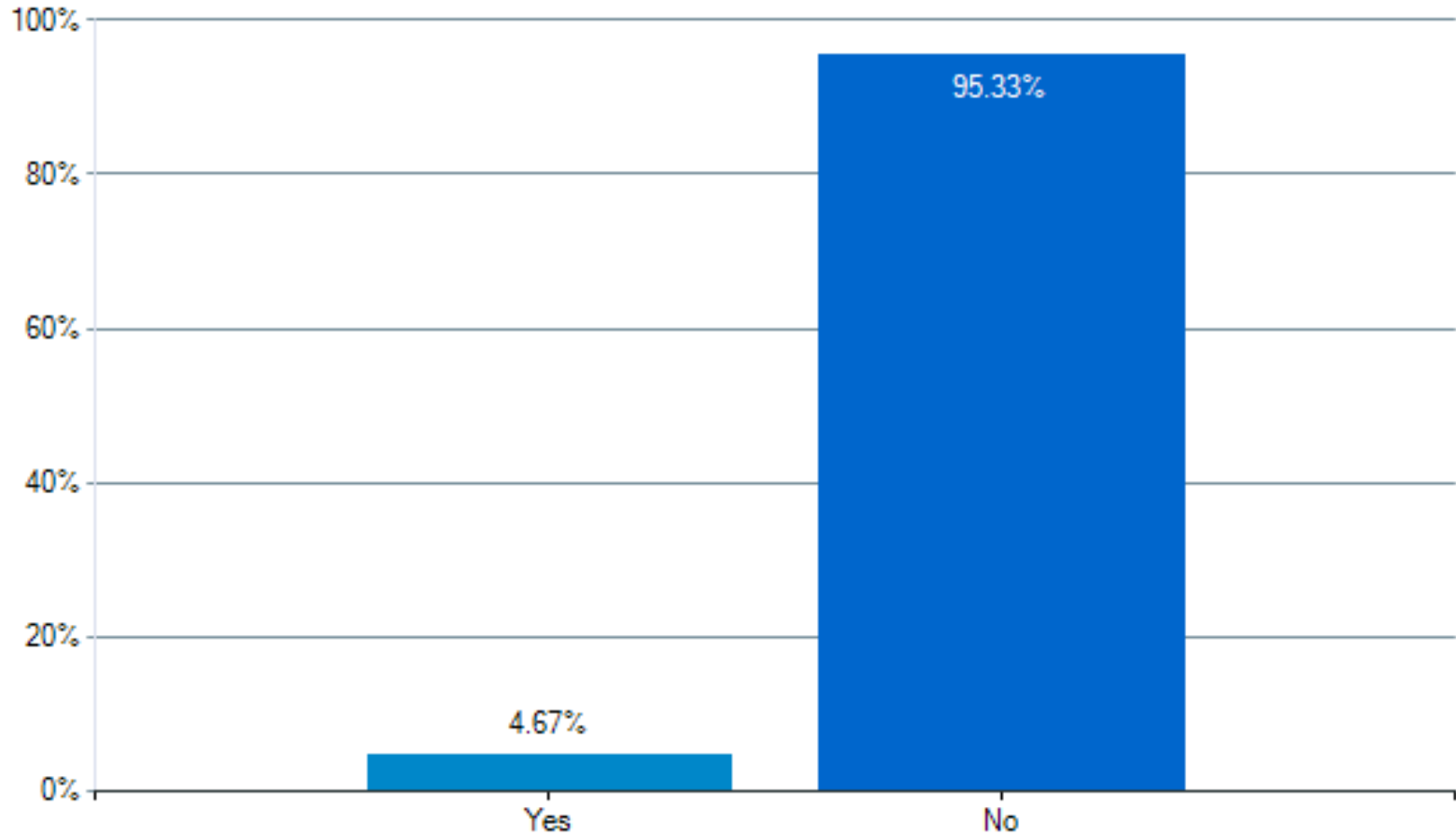


Q24 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL

Please indicate why you answered Yes to question #23: I have witnessed families being intimidated, harassed, or excluded by other families because of their...

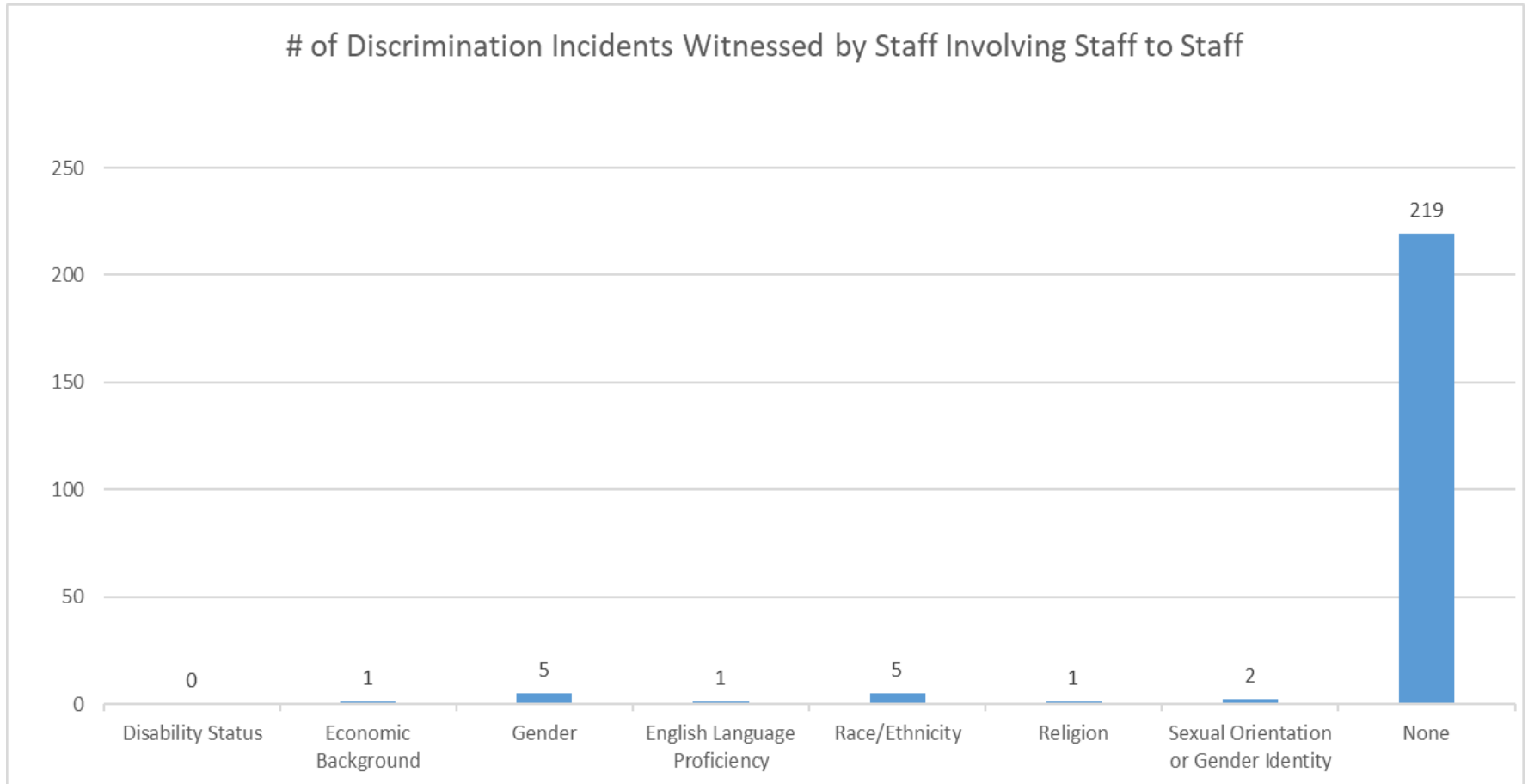


Q25 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL: I have witnessed a staff member being intimidated, harassed, or excluded by district or school employee(s) because of their background.



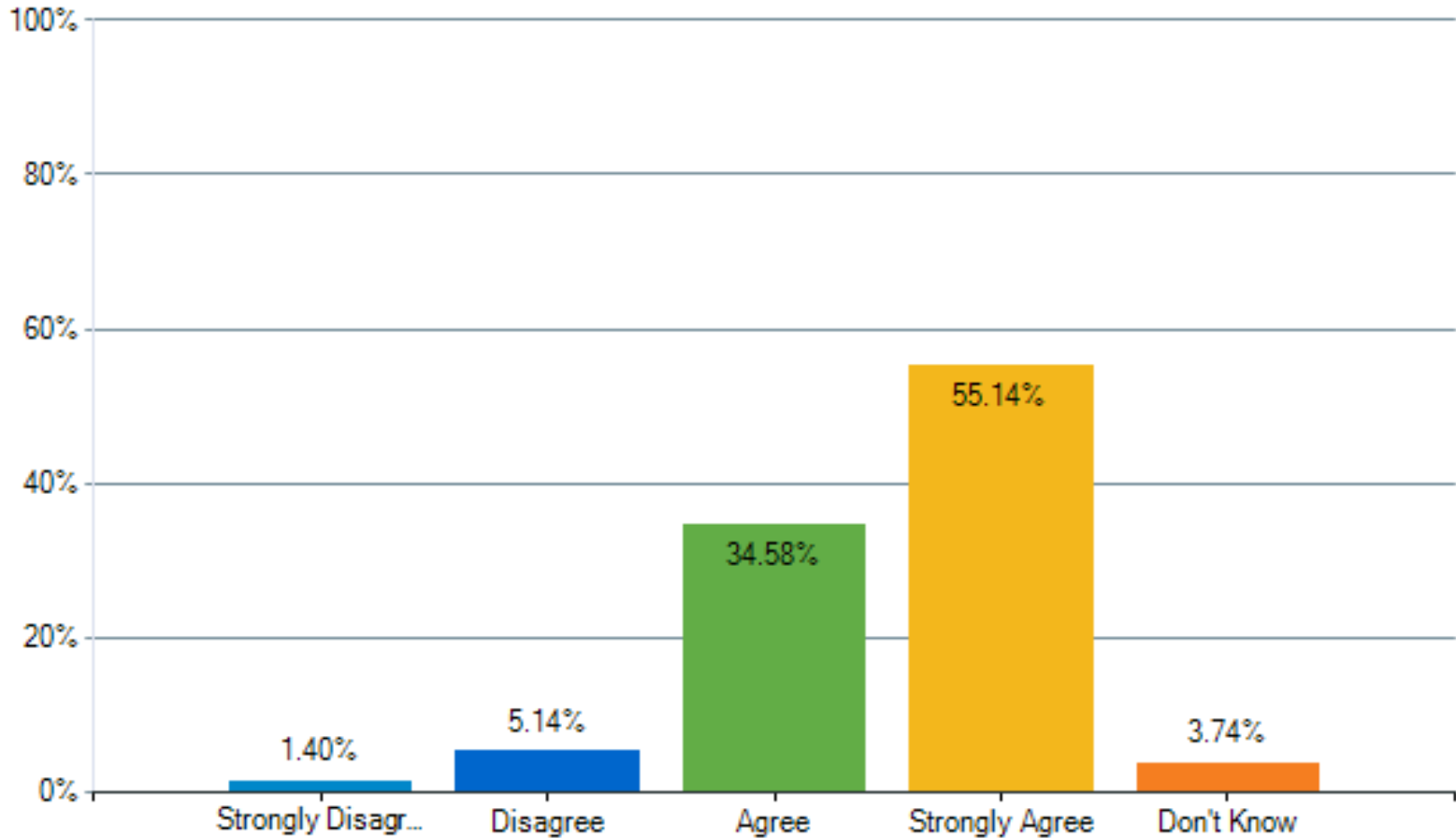
Q26 SAFETY AND BEHAVIOR WITHIN YOUR SCHOOL

Please indicate why you answered yes to question #25: I have witnessed a staff member being intimidated, harassed, or excluded by district or school employee(s) because of...



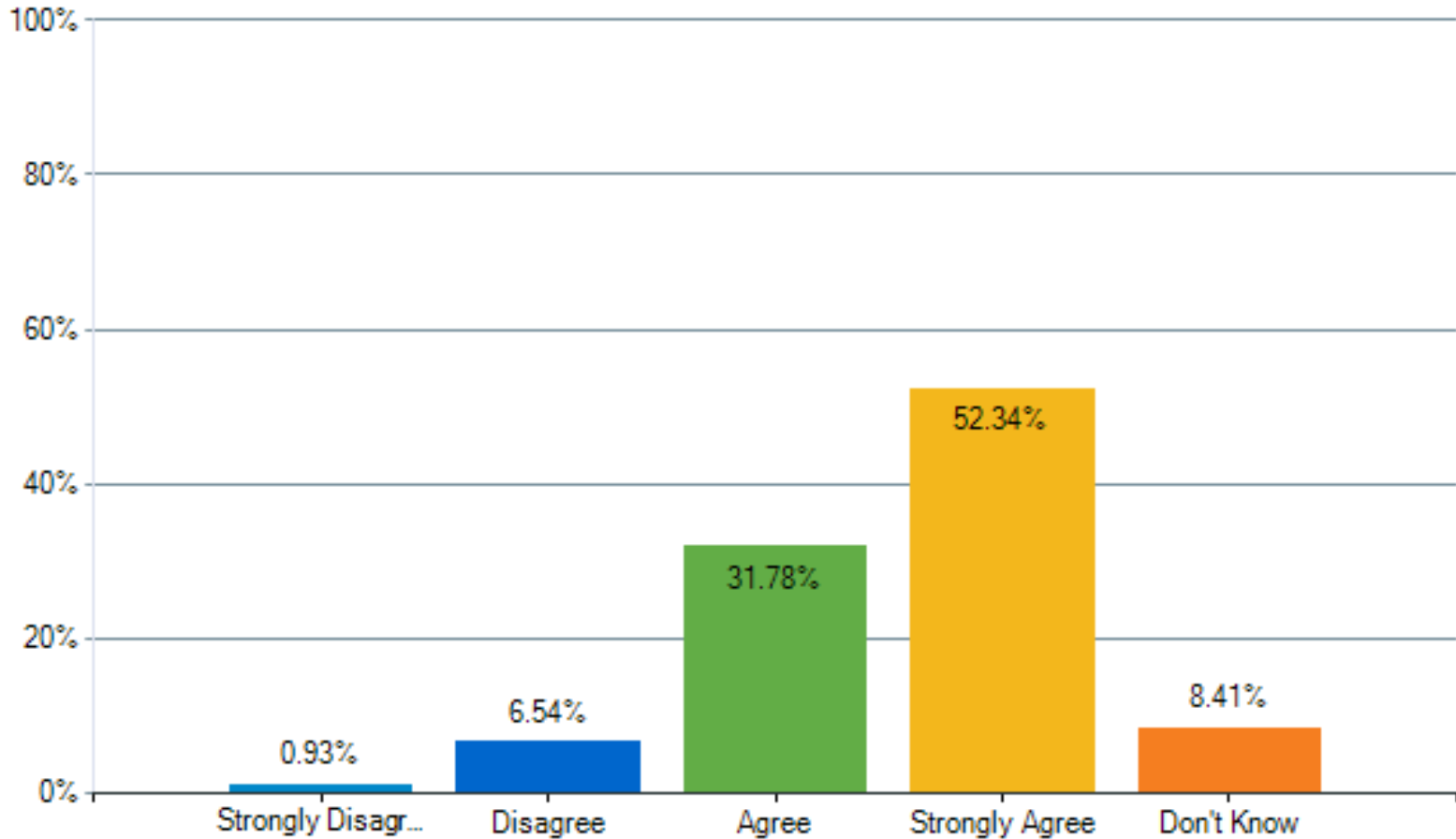
Q27a ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to participate in high-quality general academic programs.



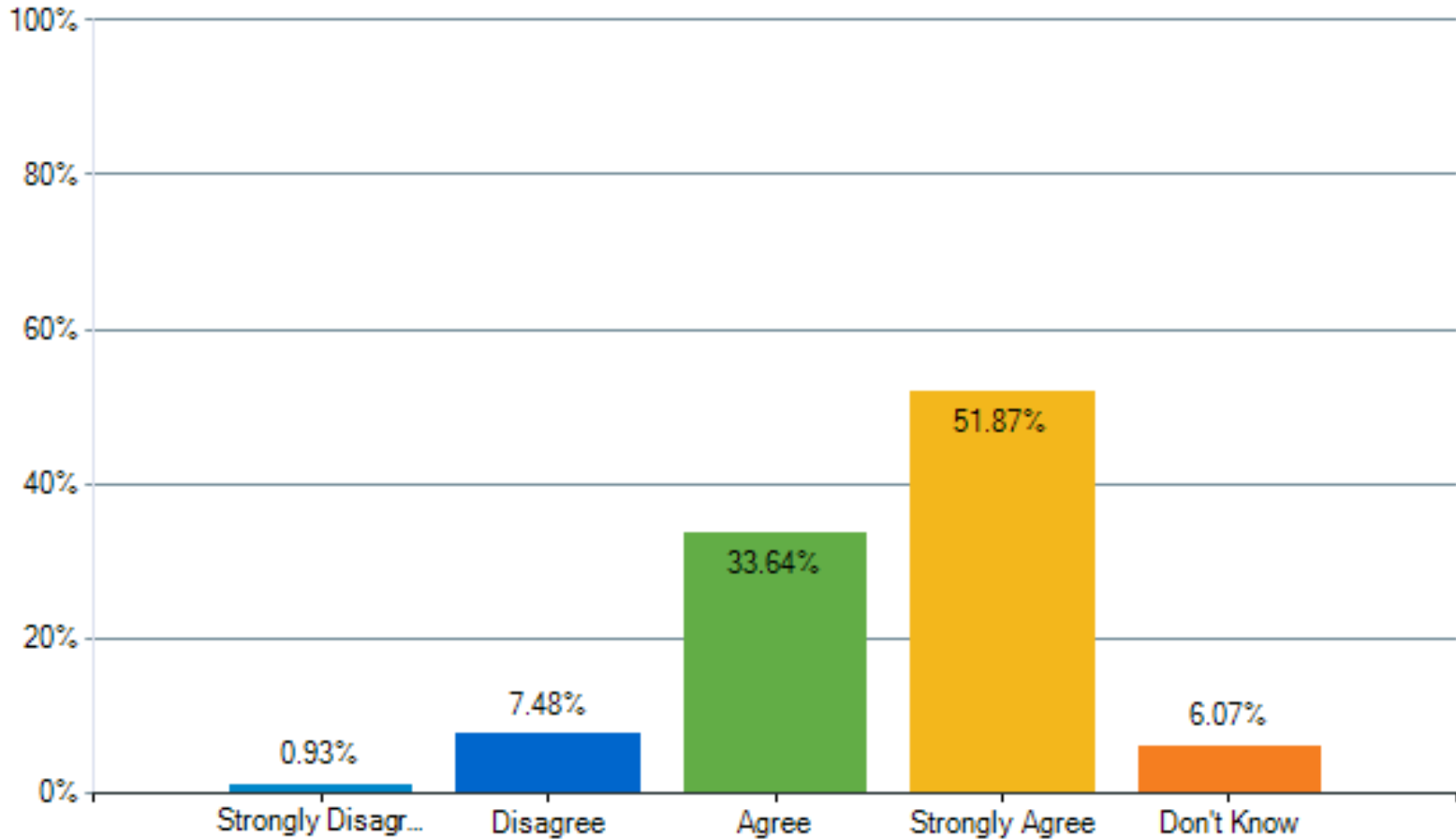
Q27b ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to participate in advanced academic programs.



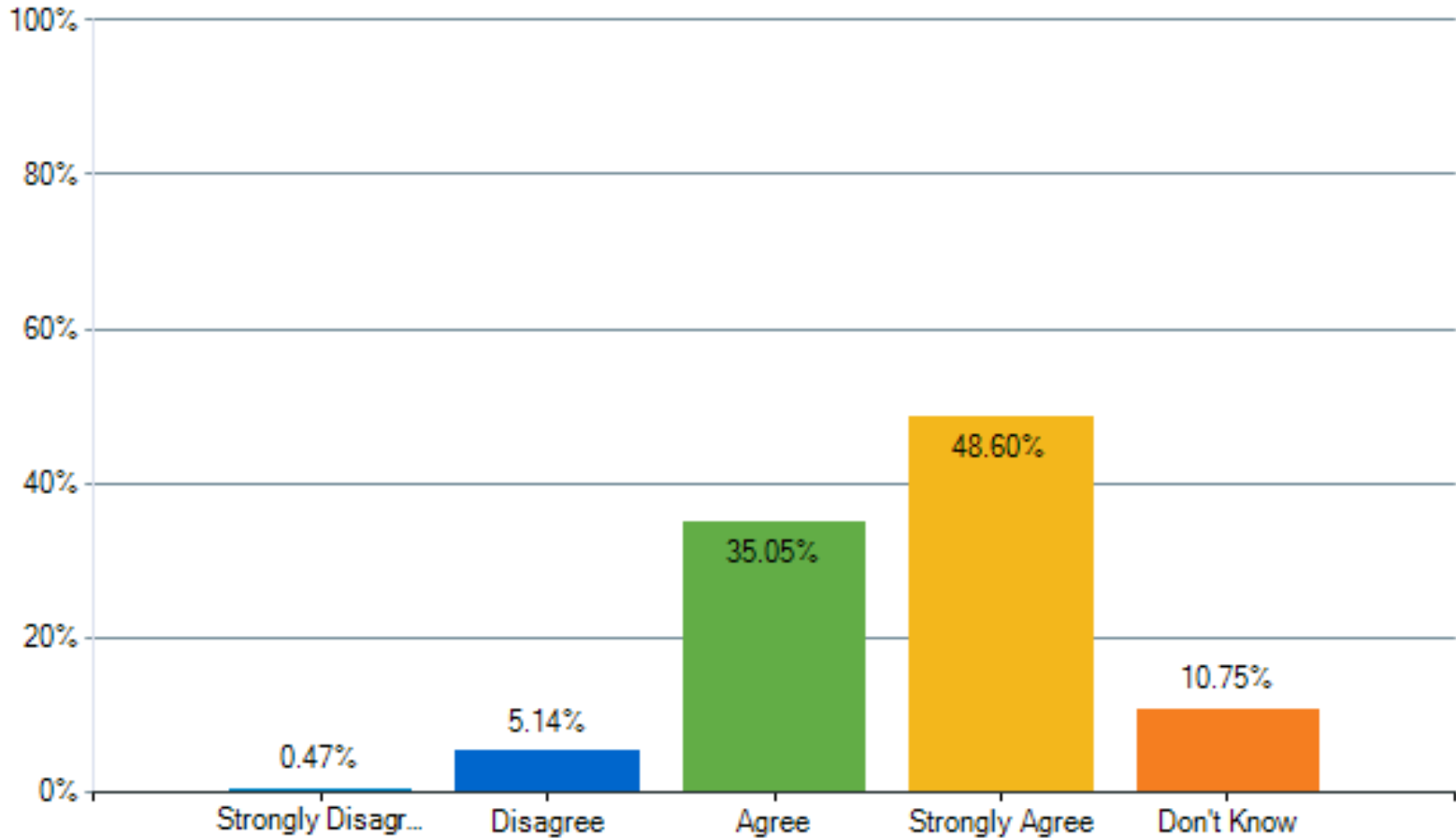
Q27c ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to participate in programs for art, music, theater, and dance.



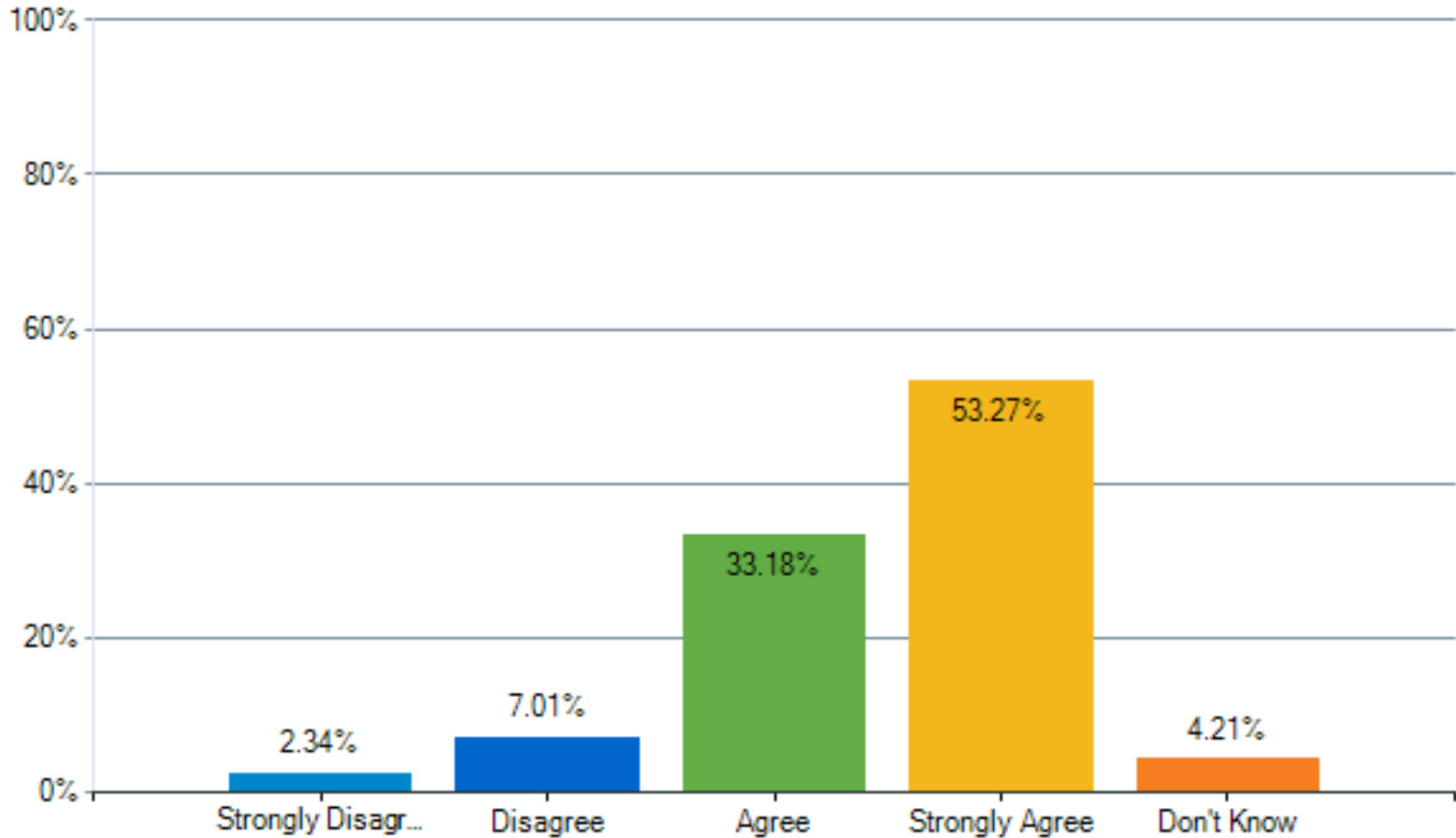
Q27d ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to participate in leadership opportunities.



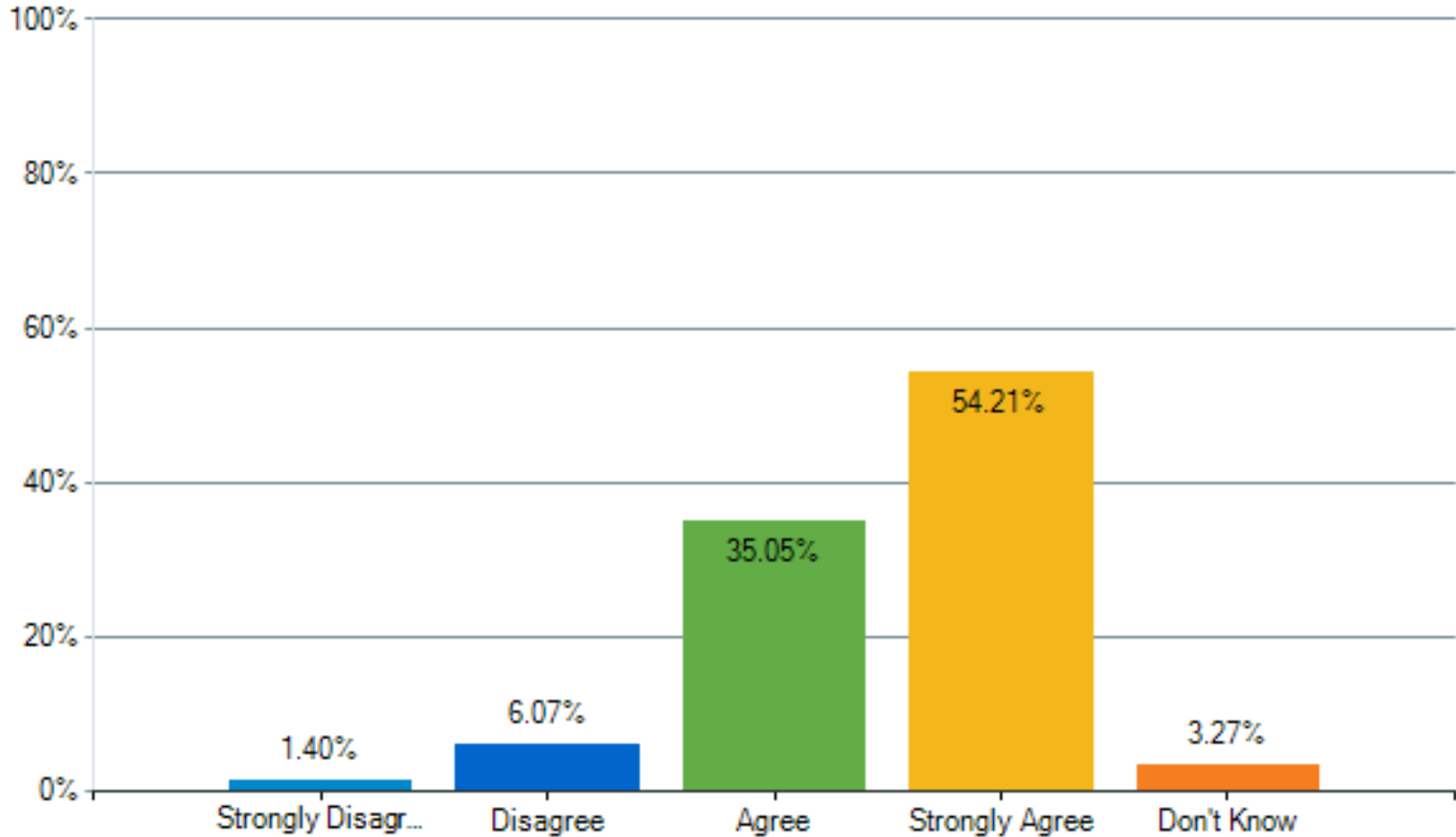
Q27e ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to receive academic support (e.g., remediation, tutoring).



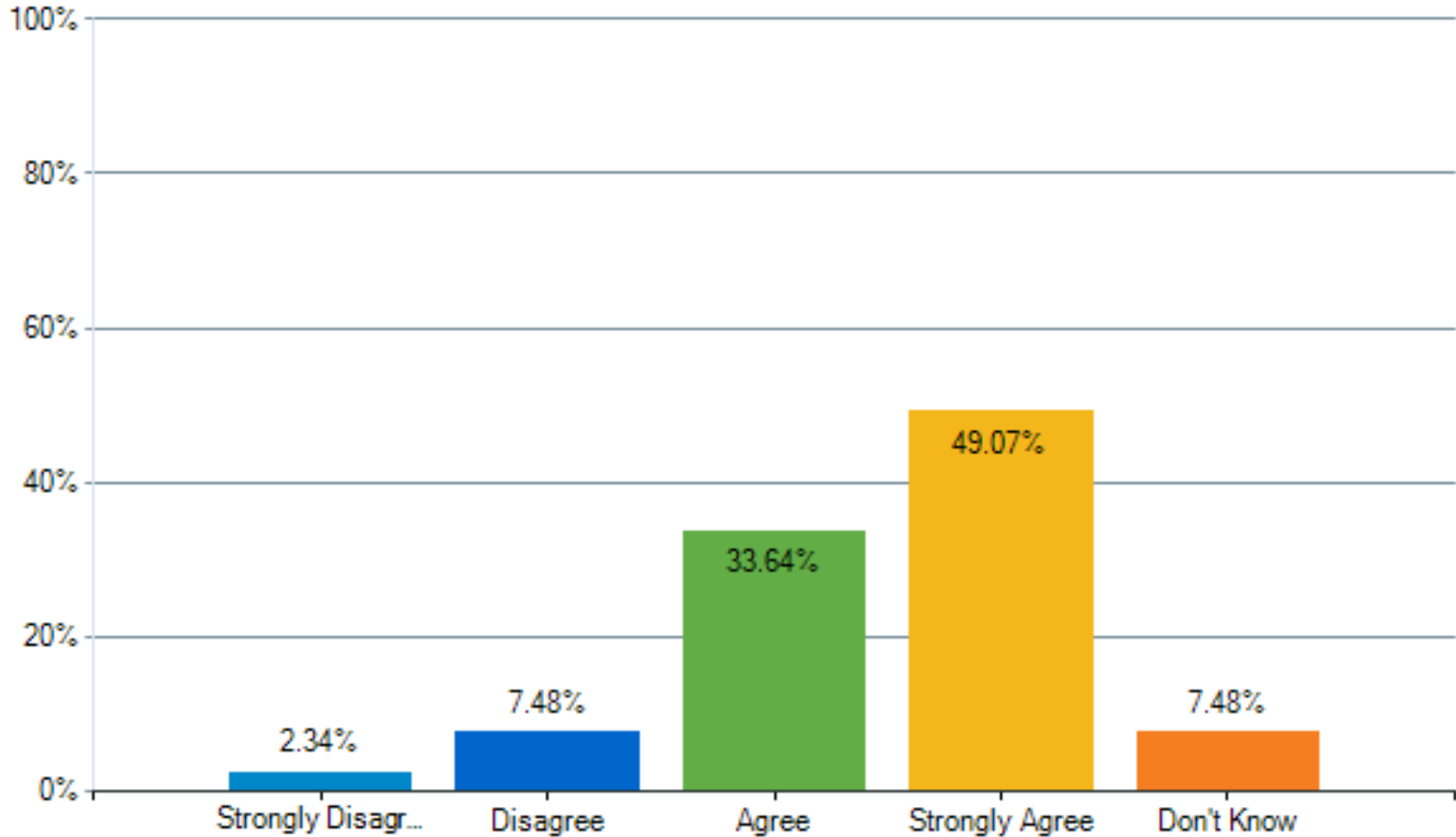
Q27f ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access to in-school specialists to help students' social and emotional needs.



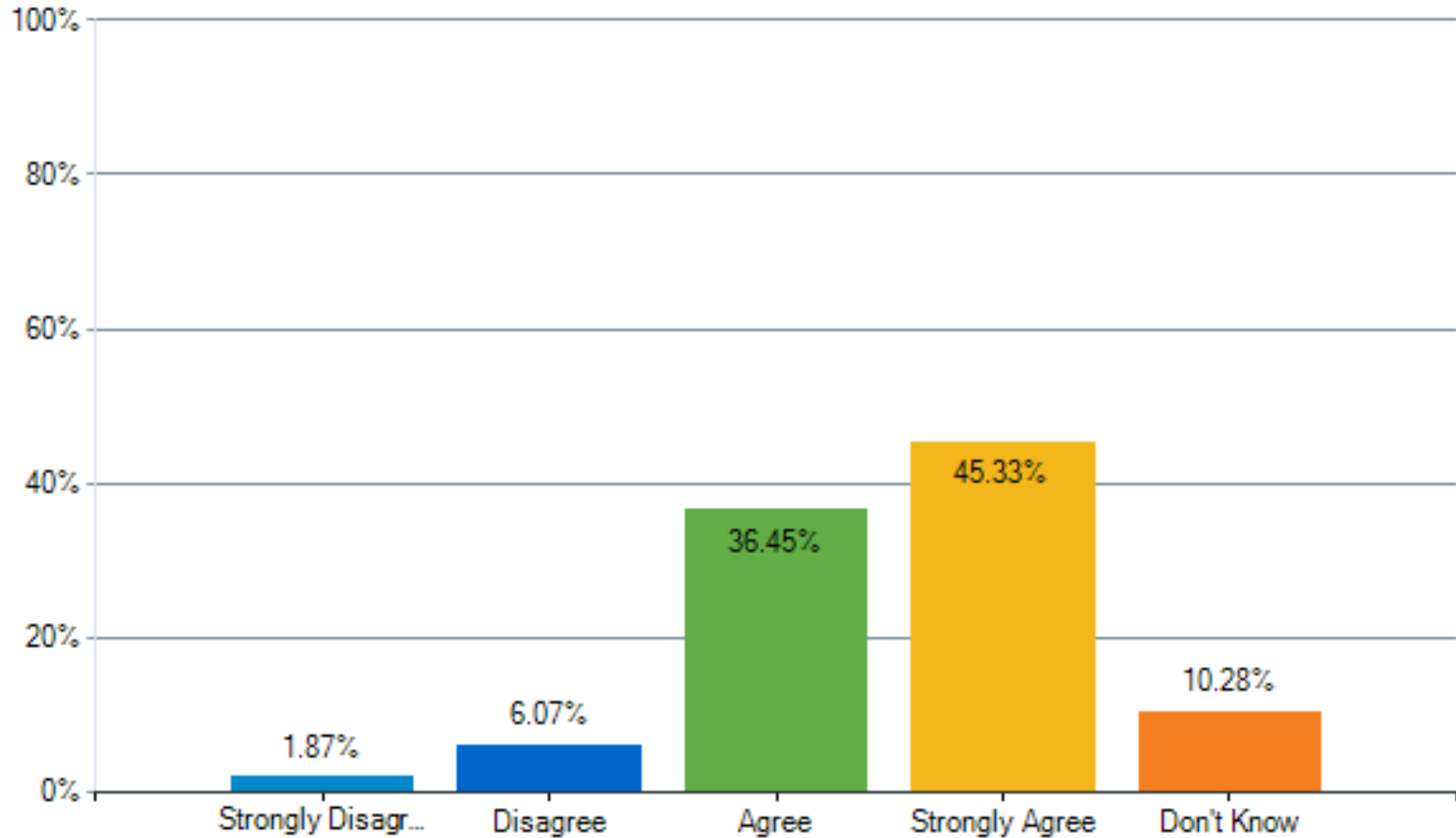
Q27g ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to participate in extracurricular activities.



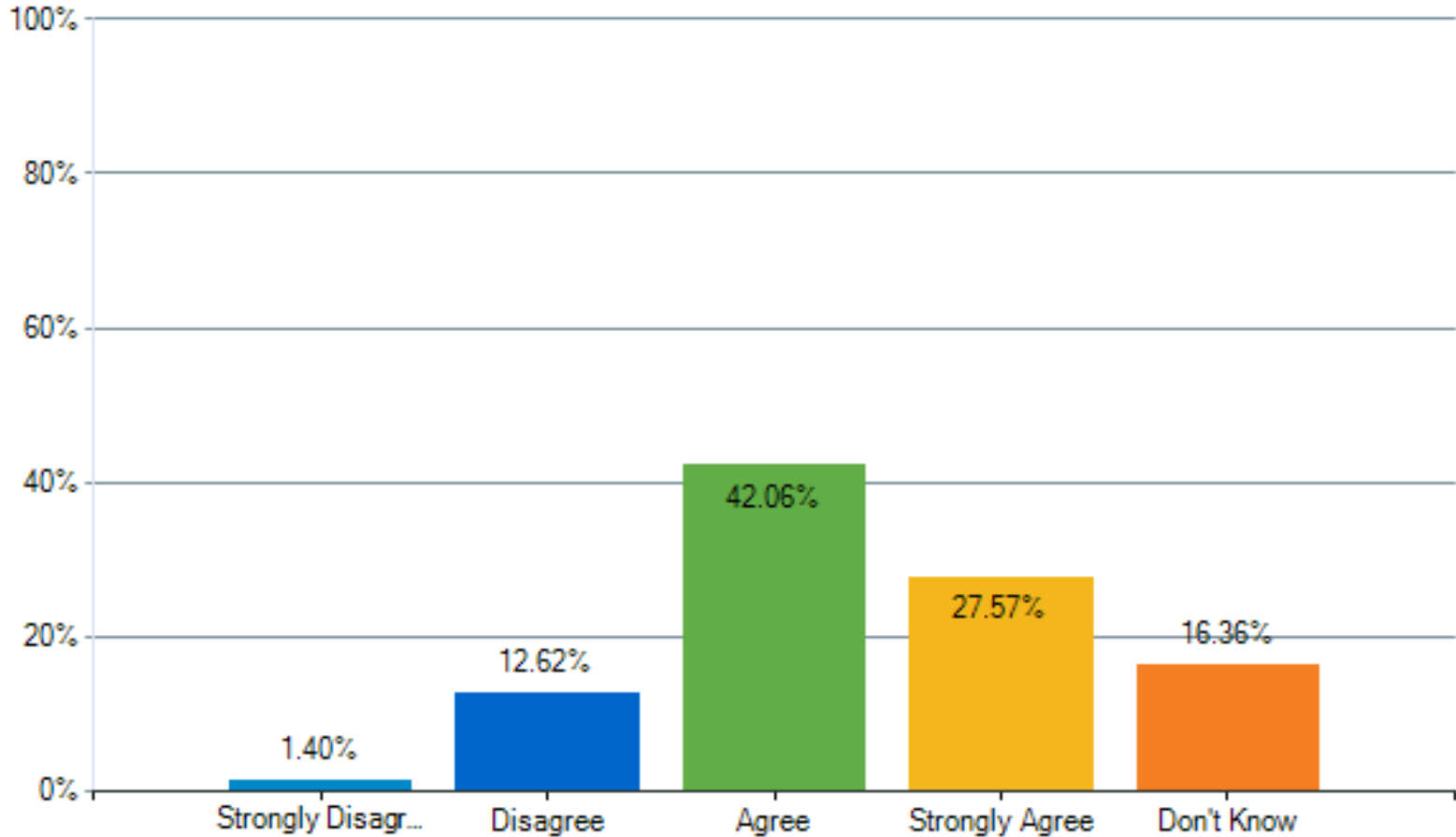
Q27h ACCESS AND OPPORTUNITY WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students of all backgrounds have equitable access and opportunity to participate in athletics.



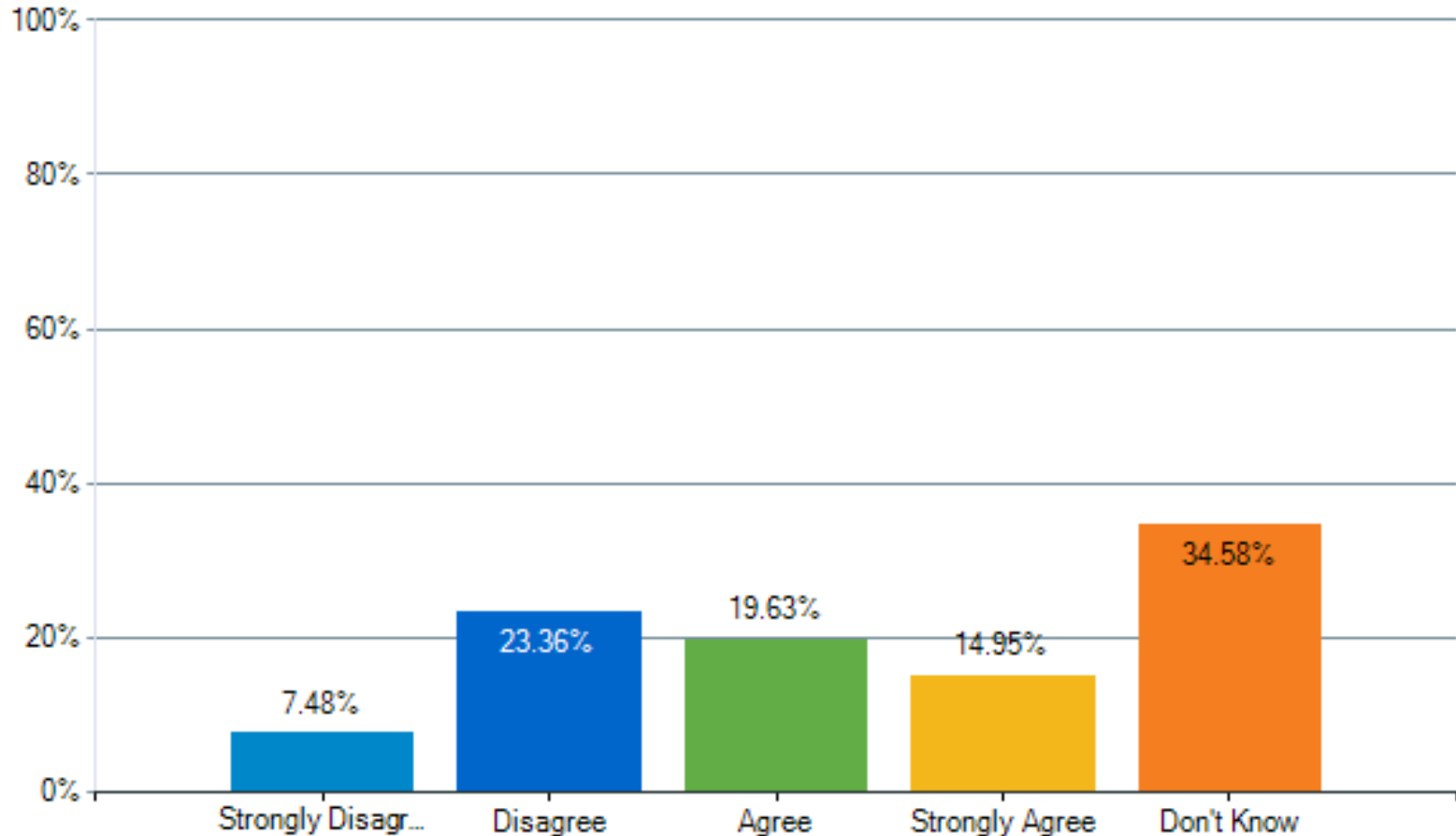
Q28a CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students learn about the historical contributions of different cultures.



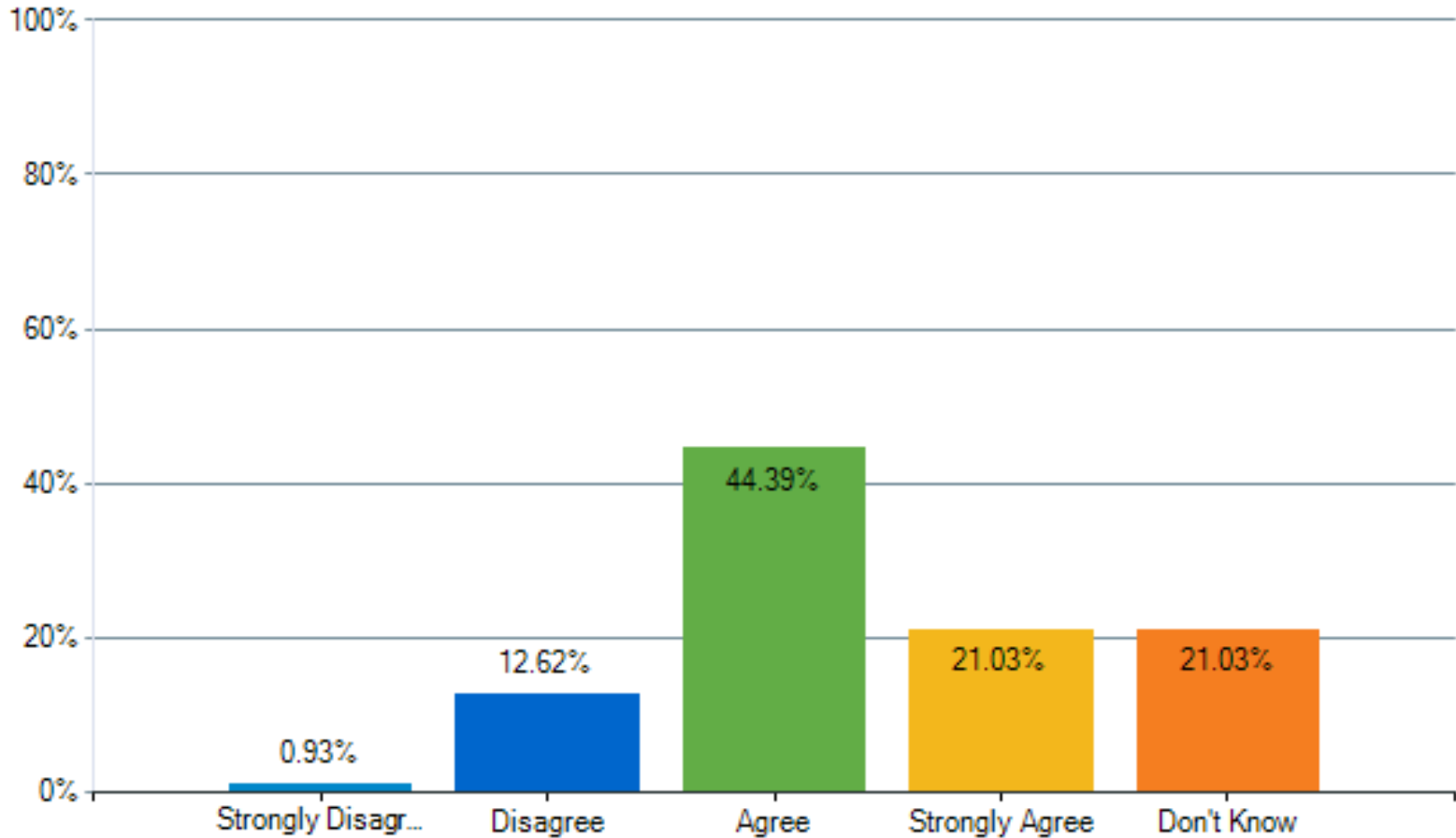
Q28b CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students learn about diverse faith and religious communities.



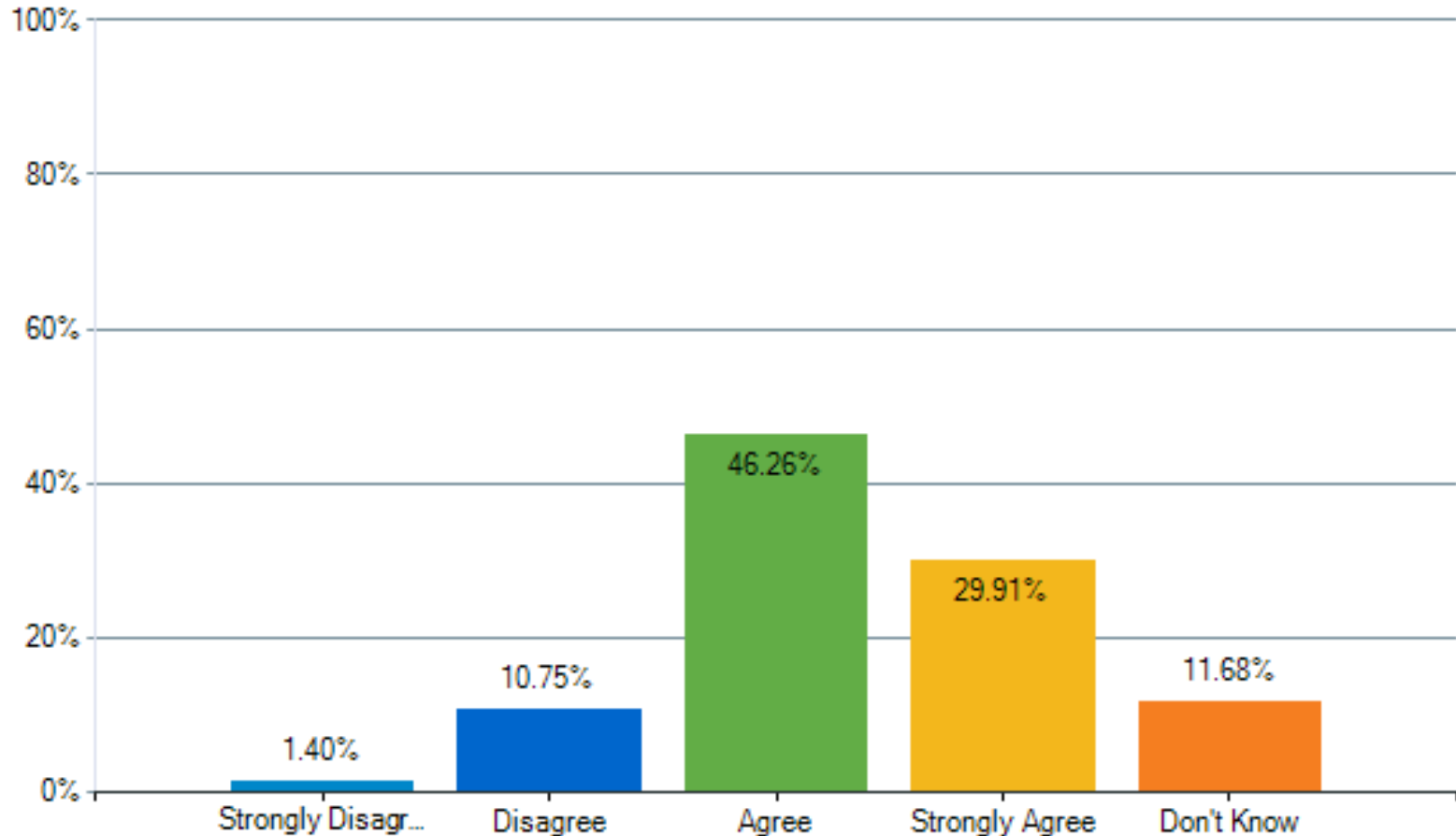
Q28c CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students learn about the accomplishment of women and girls.



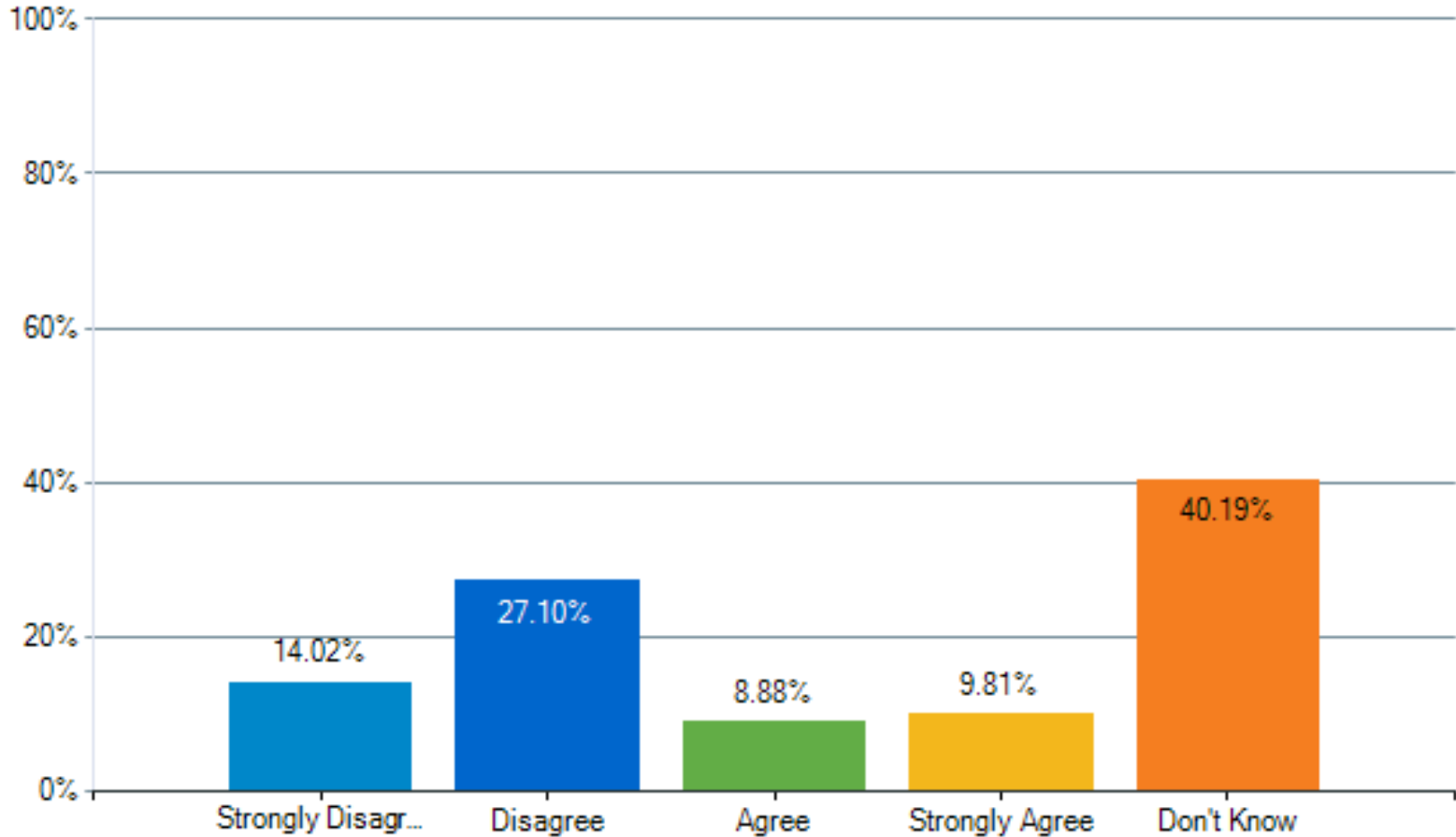
Q28d CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students learn about the accomplishments of people of color.



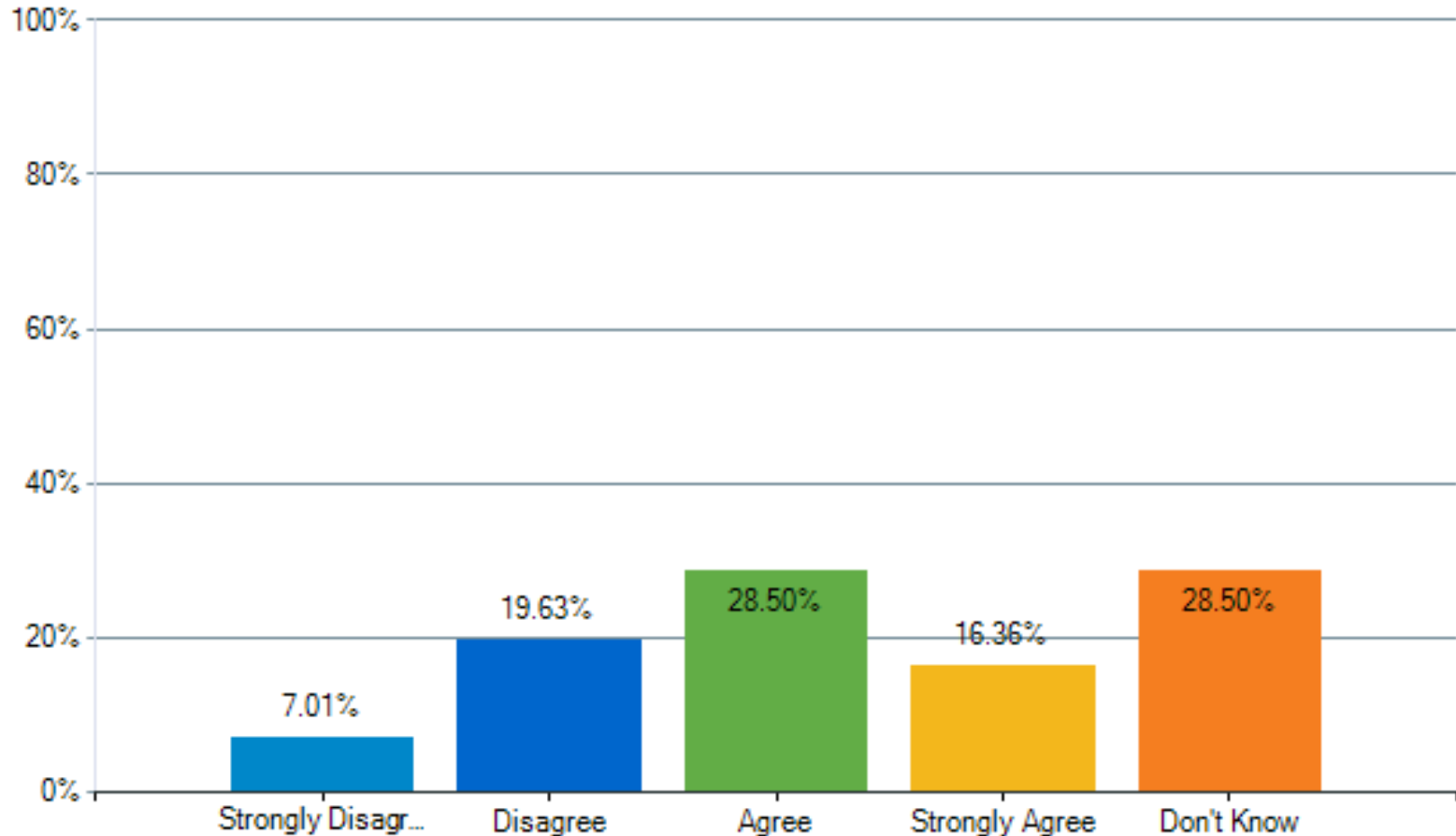
Q28e CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students learn about the accomplishments of people who identify as LGBTQ+.



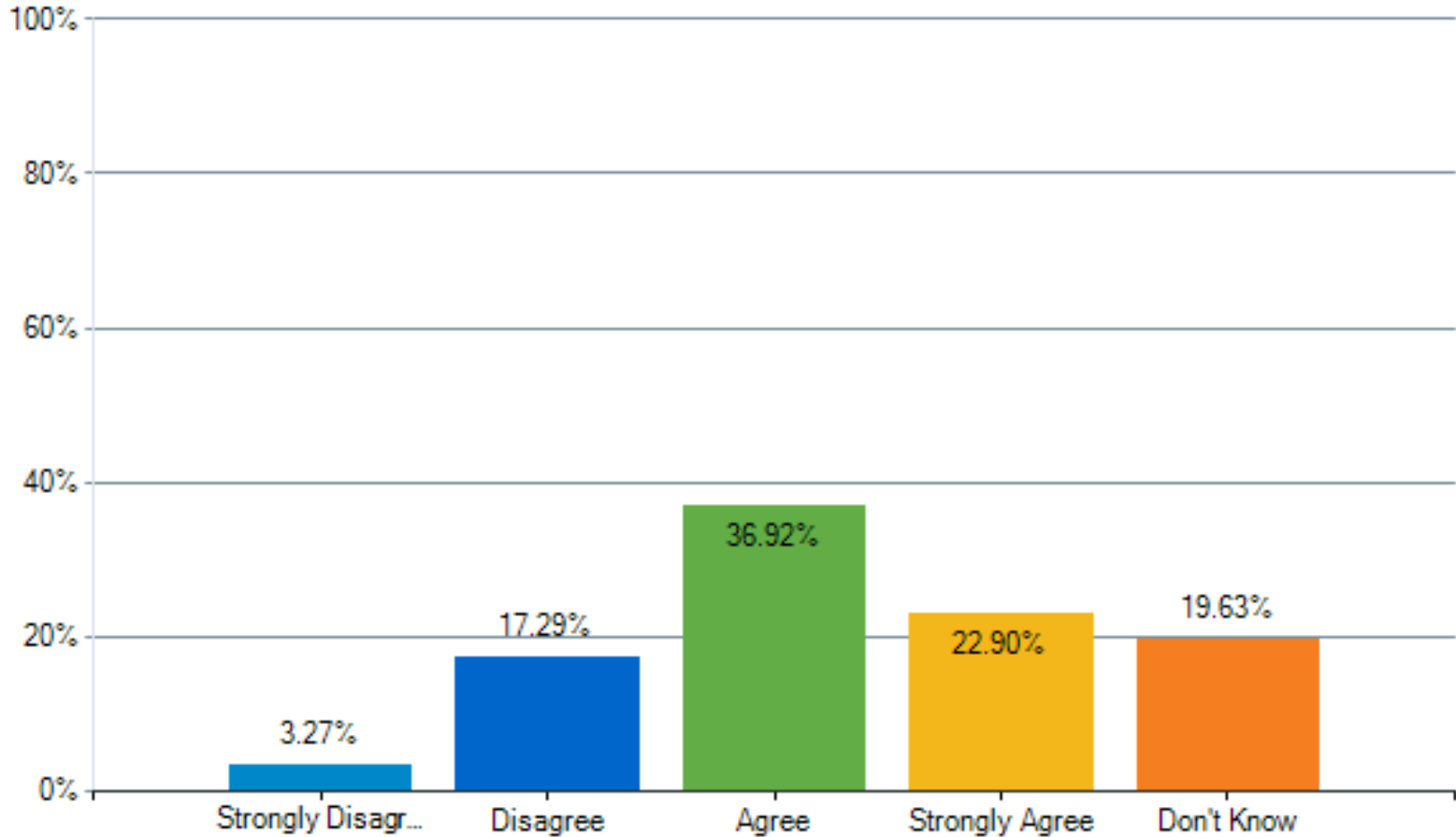
Q28f CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Students learn about the accomplishments of people with disabilities.



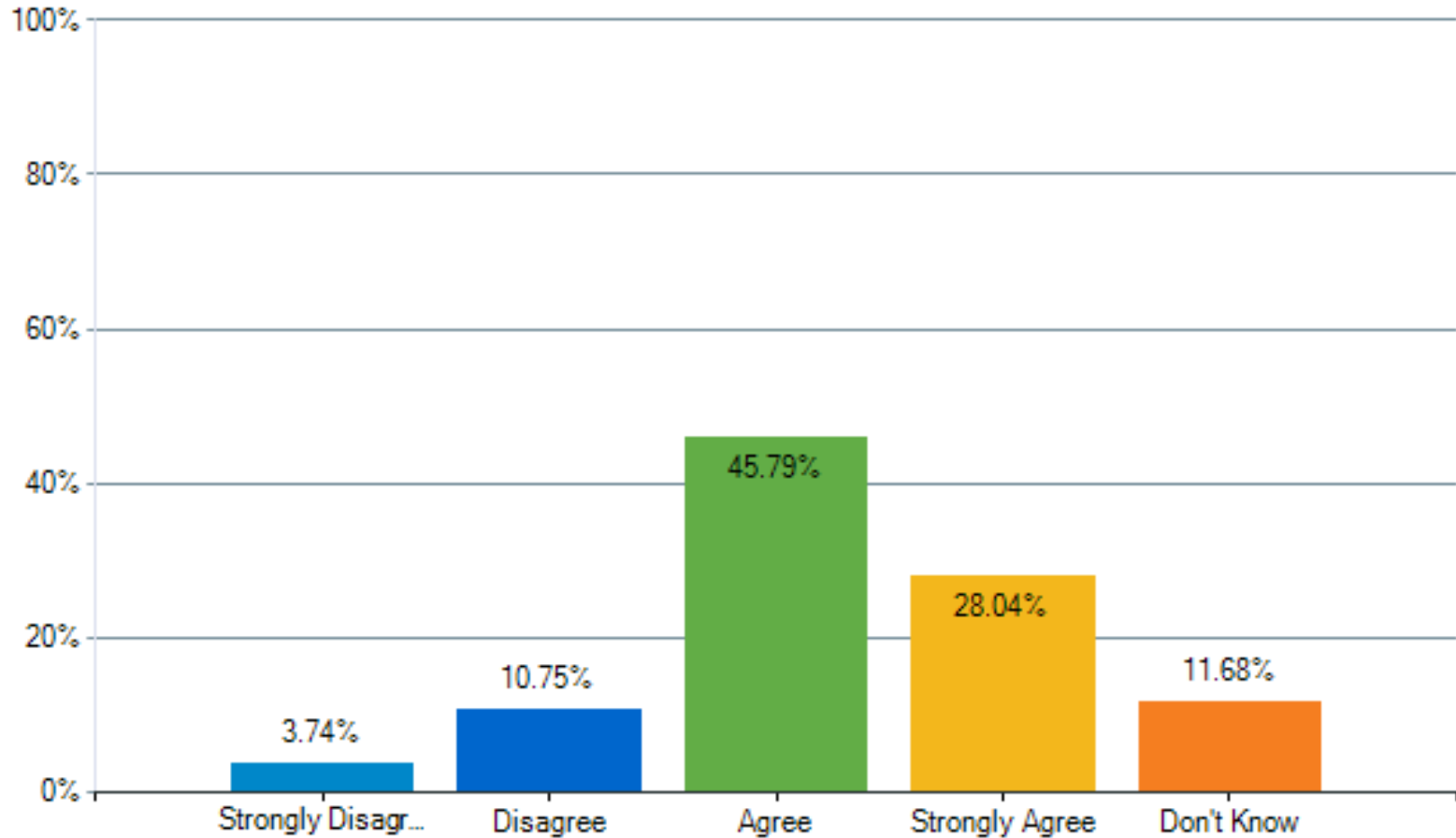
Q28g CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: There are representations of diverse communities reflected in classroom curriculum materials (e.g., books, webinars, videos, etc.).



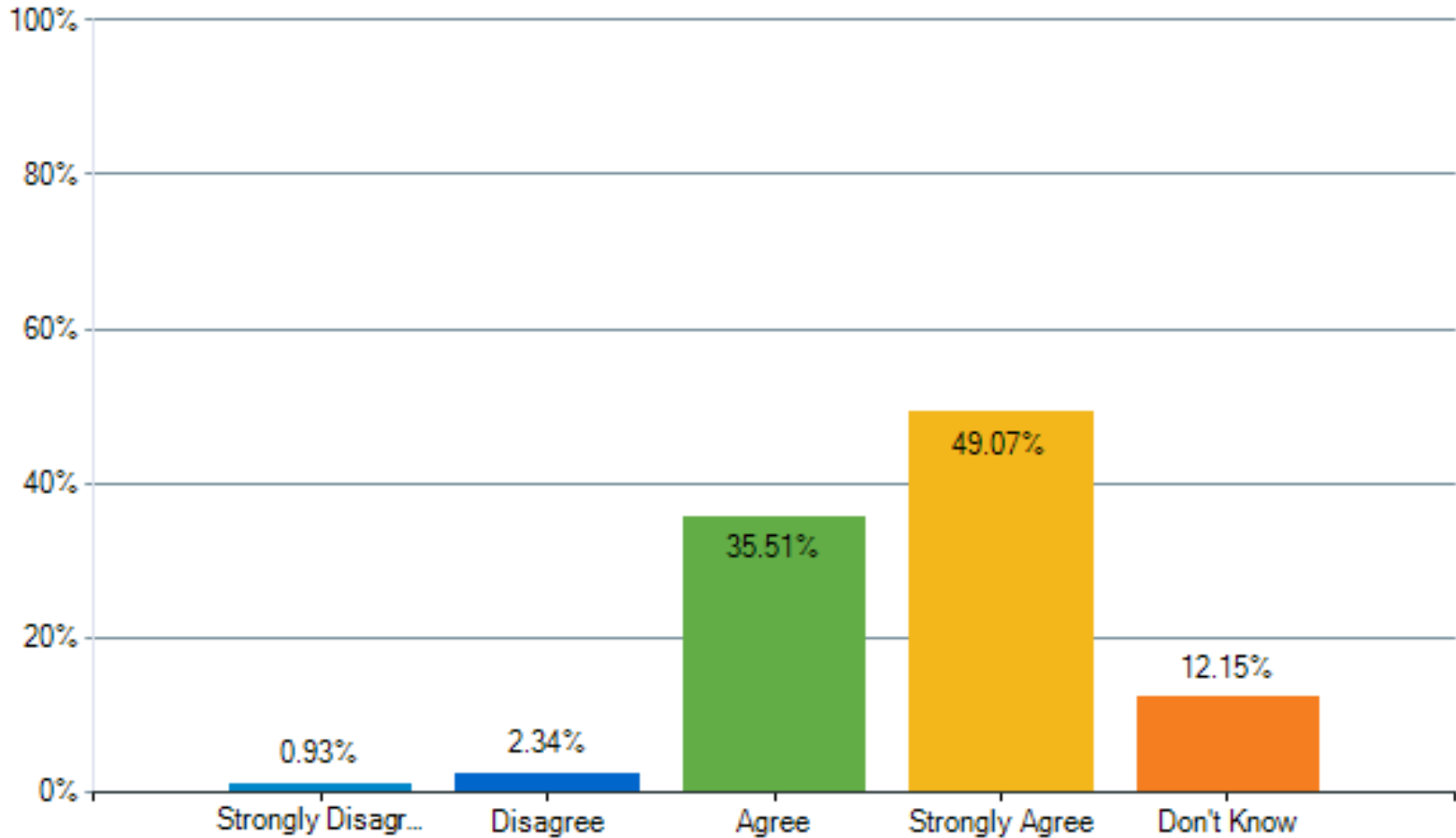
Q28h CURRICULUM AND INSTRUCTION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: I am supplied high-quality instructional materials.



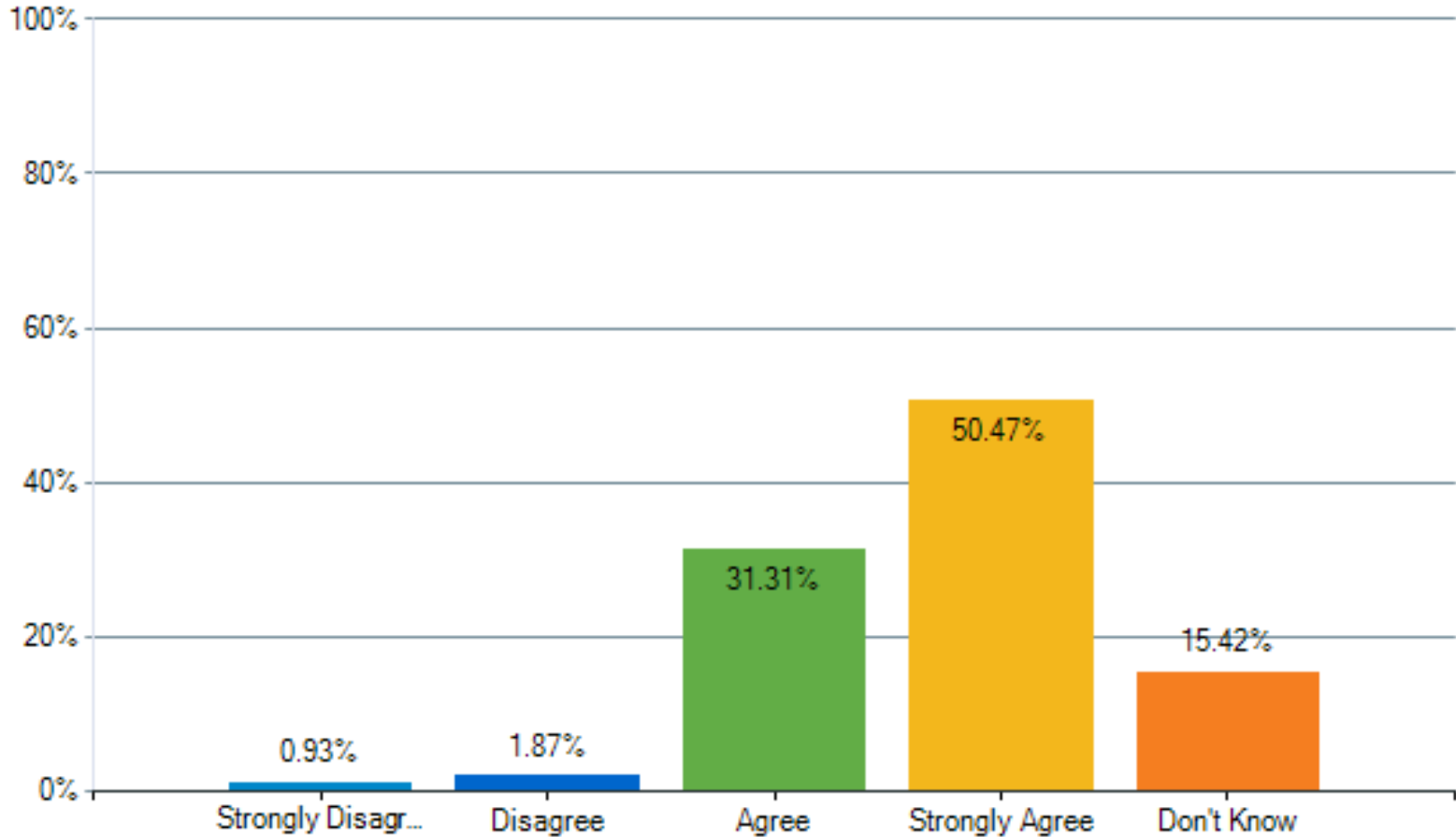
Q29a FAMILY SUPPORT AND INCLUSION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Parents of all backgrounds are encouraged to attend school functions.



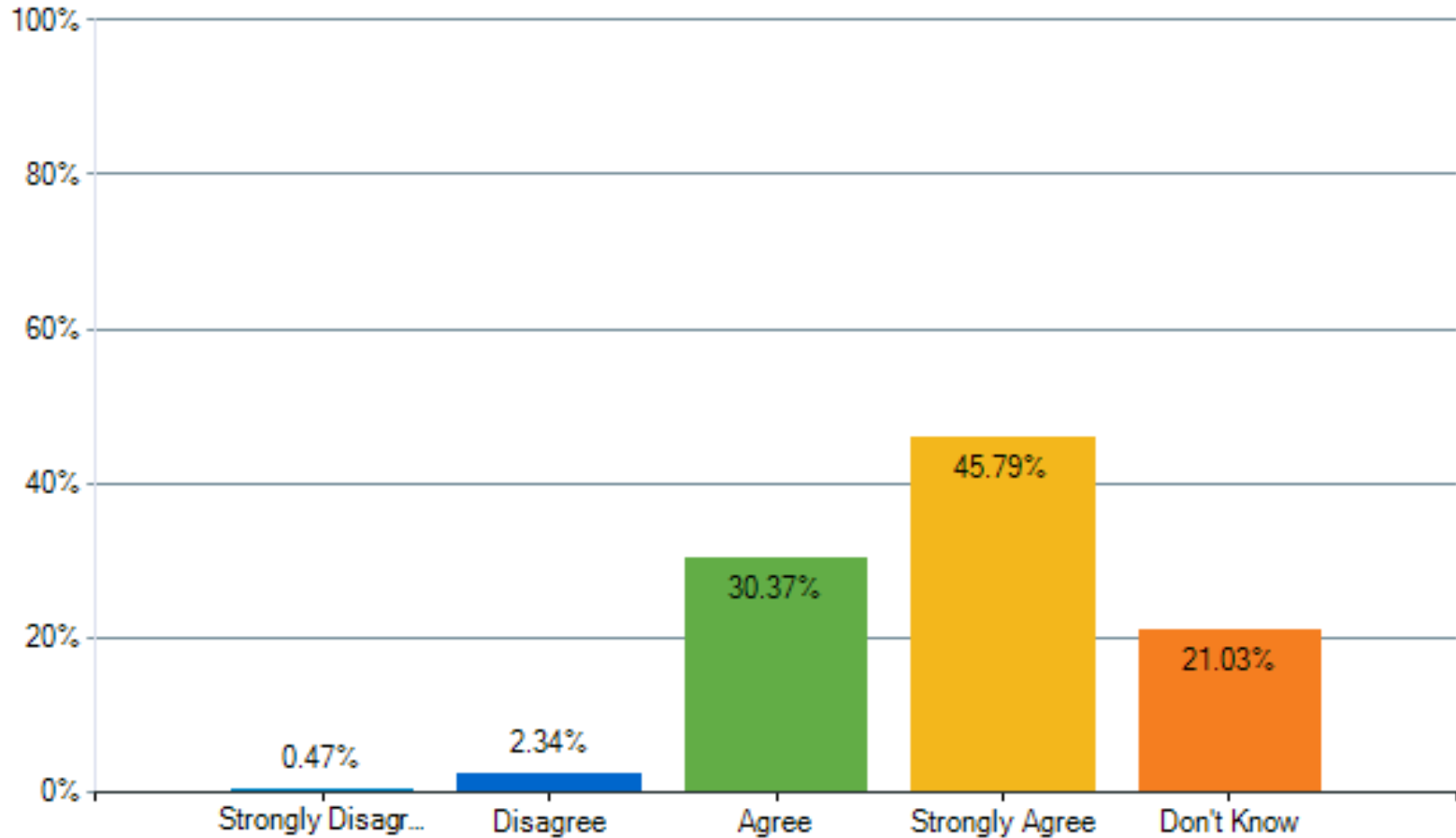
Q29b FAMILY SUPPORT AND INCLUSION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Parents of all backgrounds are treated fairly when they volunteer at my school or visit my school.



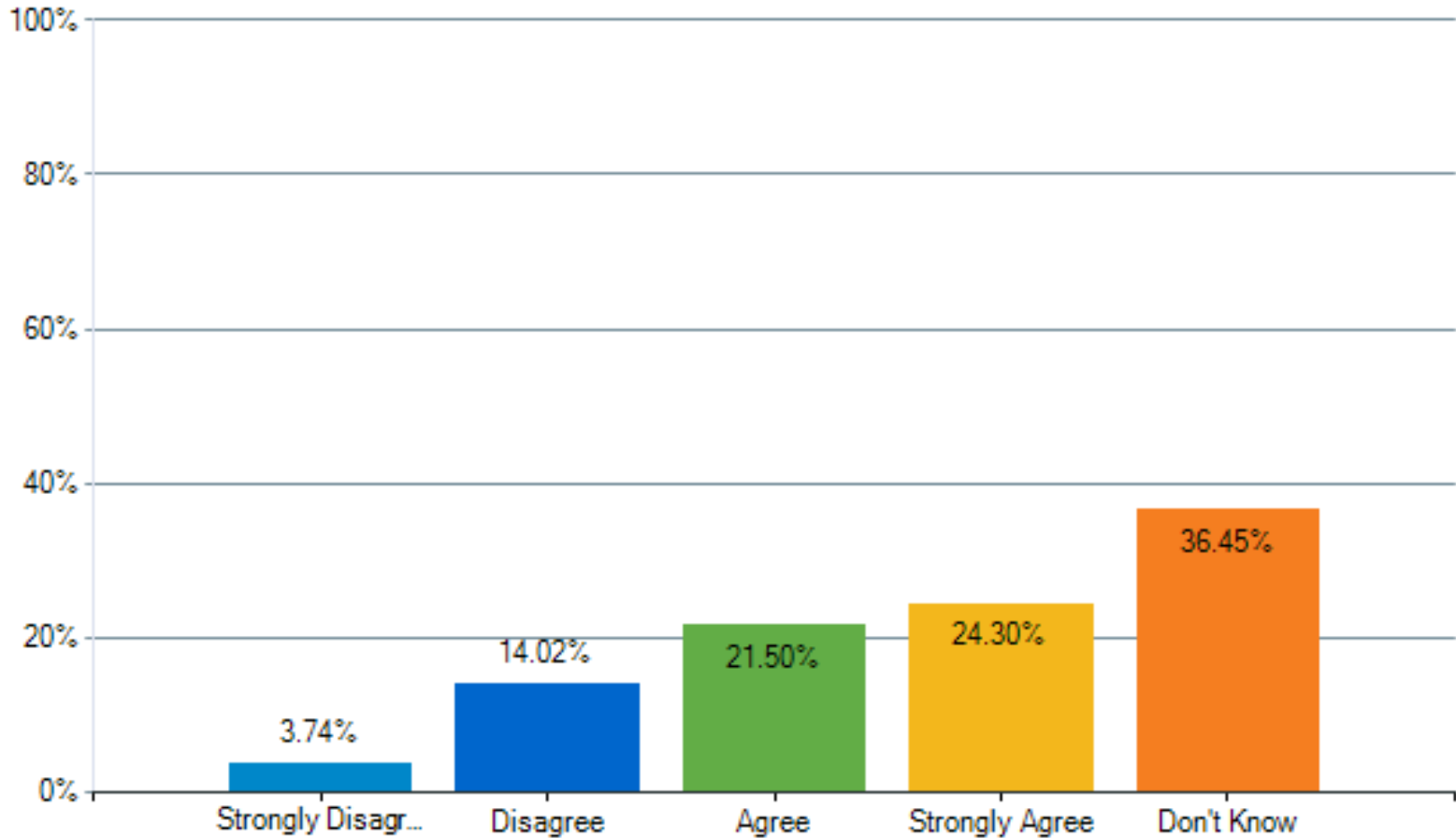
Q29c FAMILY SUPPORT AND INCLUSION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Parents of all backgrounds have the opportunity to make their voice heard by my school's staff or take part in parent organizations (e.g., PTO/PTA).



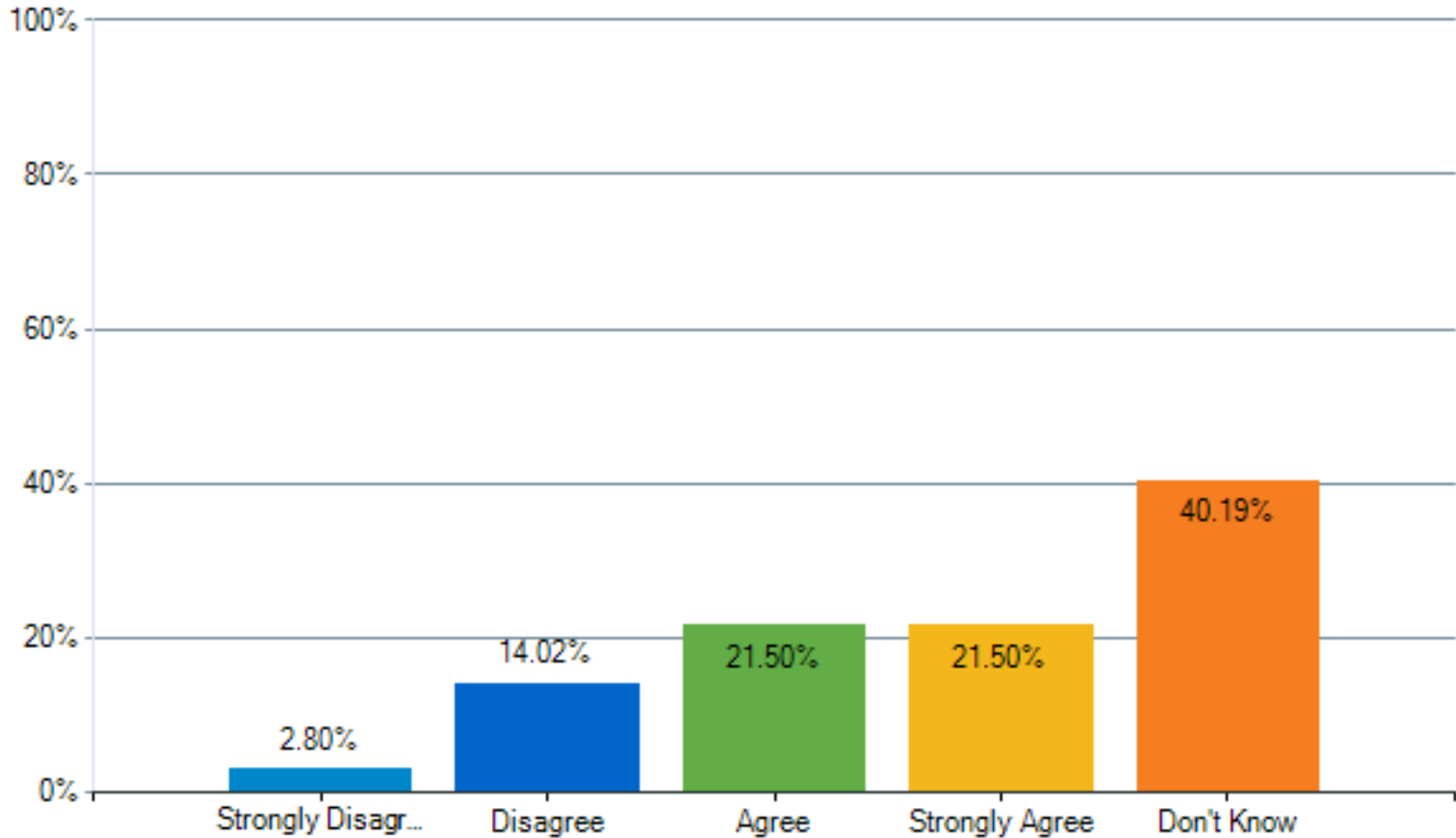
Q29d FAMILY SUPPORT AND INCLUSION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Translators are available during the school day for students and families that are not native English speakers.

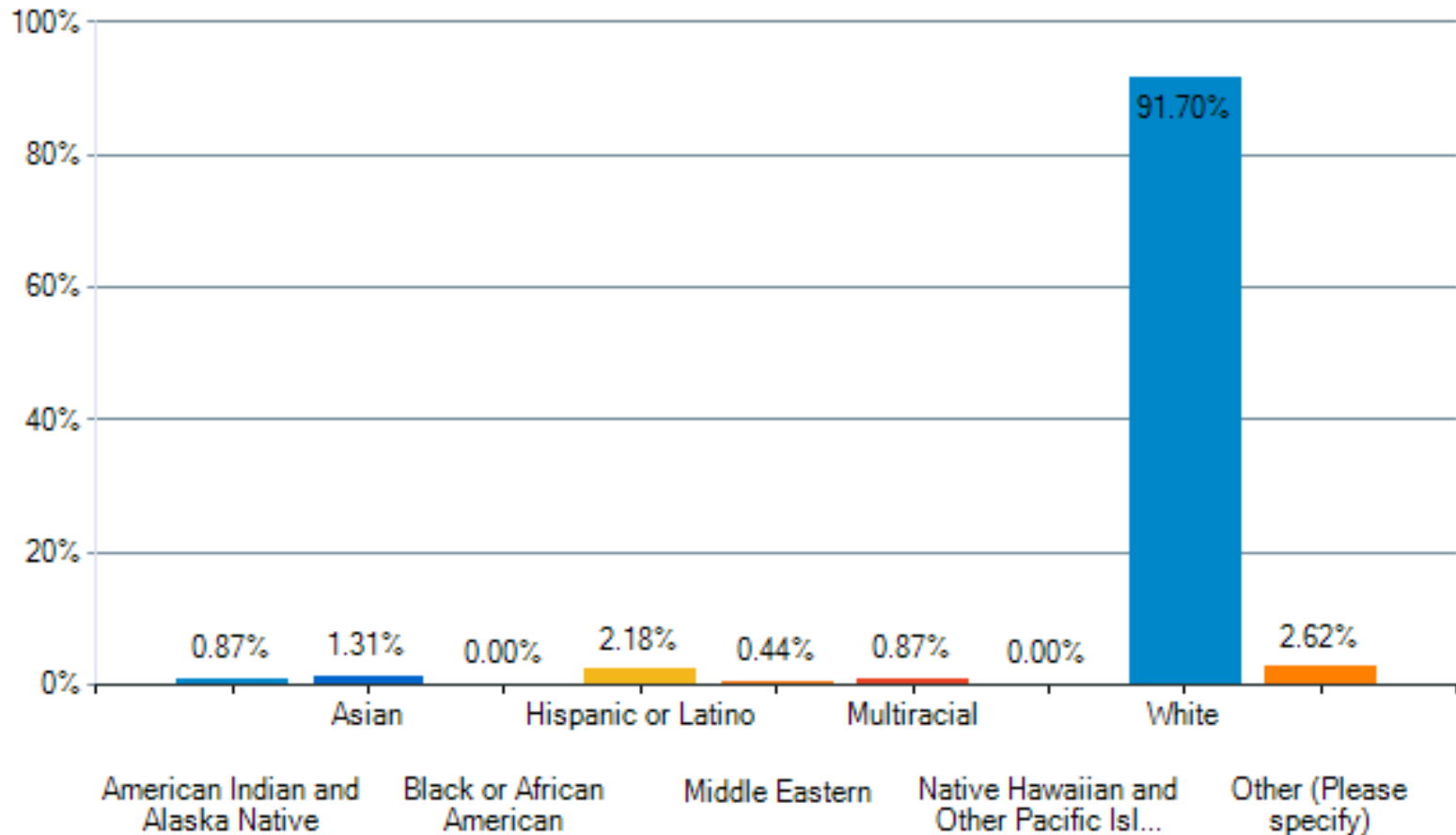


Q29e FAMILY SUPPORT AND INCLUSION WITHIN YOUR SCHOOL

Thinking about your school, please select your level of agreement for the following statements.: Translators are available at afterschool events such as Parent Teacher Conferences or other meetings for students and families that are not native English speakers.



Q31 Race/Ethnicity



Q32 Gender

