



NEBRASKA

DEPARTMENT OF EDUCATION

To: Clerk of the Legislature
Education Committee of the Legislature
State Board of Education

From: Matthew L. Blomstedt, Ph.D.

RE: Evaluation of Multicultural Education Programming

Date: March 15, 2019

As required by Nebraska Revised Statute 79-722, this report provides evaluation data regarding the implementation and effectiveness of multicultural education programs in Nebraska school districts. The data include responses from 173 superintendents (71.5% response rate), 272 principals (64.2% response rate), and 159 teachers (36.6% response rate). Highlights include:

- Compared to previous evaluation years, in 2019, a higher percentage of respondents indicated their school district is doing a “good” or “excellent” job in matters relating to multicultural education. This is compared to 90% in 2013 or 71% in 2008. The percentage of respondents reporting “poor” or “fair” is down from 8.6 % in 2013 to 6.9 % in 2019.
- Since 2008, there has been improvement in the percentage of respondents who indicated their school improvement process includes and incorporates multicultural education. In 2018-19, about 70% of respondents indicated their school improvement processes incorporates multicultural education.
- Over 97% of respondents report that district curriculum frameworks, guides, or standards incorporate multicultural education.

Additional findings and comparisons across 2008, 2013, and 2019 survey administration are provided in the complete data report (attached). For more information, please contact Dr. Cory Epler, Academic Officer via phone (402-471-3240) or email (cory.epler@nebraska.gov).

Preparation and administration of the 2018-19 Multicultural Education Survey

The anonymous survey was administered to Nebraska superintendents, principals, and teachers. Three population lists were generated: (1) superintendents from all public and state operated districts, (2) principals from all public and state operated districts, excluding programs, and (3) teachers from all public and state operated districts, excluding programs and PK (prekindergarten). In terms of respondents, all superintendents were selected and random samples were selected for 450 principals and 450 teachers. The stratified random samplings were administered based on the school membership (4 strata) and the school type (3 strata). Schools were percentile ranked by the membership (e.g., school size) and approximately 25 percent of schools were grouped together and assigned to the same strata for random selection. It is the main difference in the sampling procedures for the 2018-19 Multicultural Education Evaluation Survey from the previous two iterations of the surveys.

Emails were obtained for all survey participants via NDE's Education Administration Email List, the NDE Teacher Certification Database, or school websites. All efforts were made to obtain valid email addresses for those selected to be survey participants. If a valid email was not available the participant was removed from the sample.

The survey was administered electronically using the Qualtrics survey programming tool. The same survey questionnaires for the 2013 Multicultural Education Evaluation Survey, which consisted of both closed-ended and open-ended response questions, were used; a total of 30 questions for superintendents, 40 questions for principals, and 58 questions for teachers. Responses to questions can be compared with the previous iterations of the survey so that it is available to look at overall changes over time. Many of the questions were identical across surveys and standard demographic questions were also asked of each group, allowing for further disaggregation of responses.

Surveys were disseminated via an email on January 17, 2019. Additional email was sent on January 31, 2019 to serve as a reminder to complete the survey if they had not done so already. Data collection was closed at the close of business on February 13, 2019.

Below is a table showing participant response rates.

Table 1. Response Rate for the 2018-19 survey

	Sample size	Valid emails	Responses	Response rate
Total	1144	1102	604	54.8%
Superintendent	244	242	173	71.5%
Principal	450	425	273	64.2%
Teacher	450	435	159	36.6%

Findings - Comparison to the 2013 and 2008 surveys

A similar survey was administered to Nebraska public school districts in 2013 and 2008. The current survey questionnaire can be directly compared with all of the items in the 2013 survey and key items in the 2008 survey as well. Below are bar charts displaying the results for each iteration of the surveys and tables from the 2018-19 survey on selected questions.

Figure 1 shows that a higher percentage of respondents in 2019 rated that their school district is doing a “good” or “excellent” job overall in matters relating to multicultural education. Over 90% of 2019 respondents indicated “good” or “excellent” compared to 90% in 2013 or 71% in 2008. The percentage of respondents reporting “poor” or “fair” is down to 6.9 % from 8.6 % in 2013.

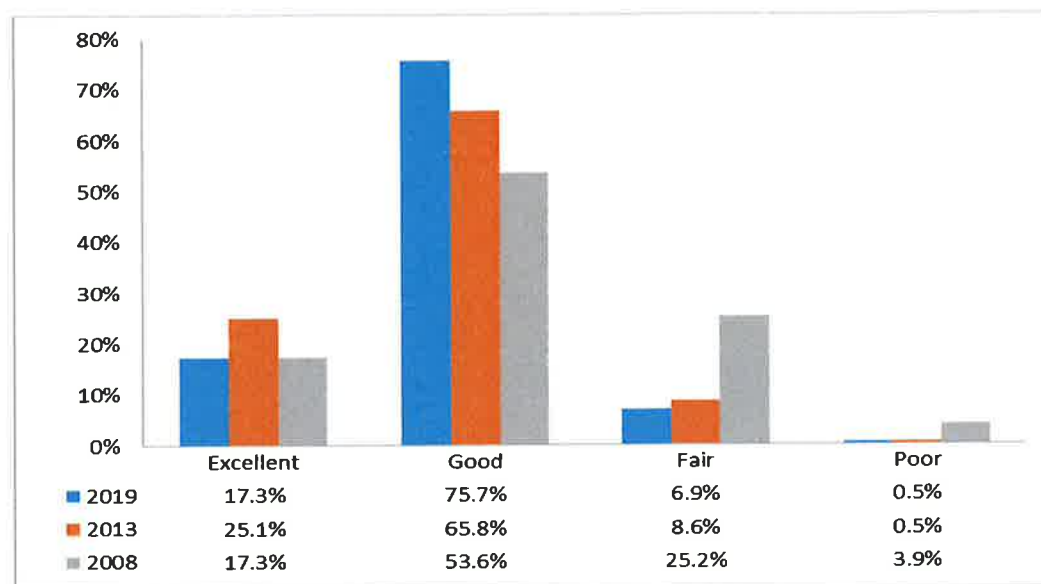


Figure 1. Responses to the item “In matters related to multicultural education, overall, I feel this school district is doing a job best characterized as:”

Table 2. Responses to the item “In matters related to multicultural education, overall, I feel this school district is doing a job best characterized as:”

	2018-19			
	Excellent	Good	Fair	Poor
Total	17.3%	75.7%	6.9%	0.5%
Superintendent	25.0%	65.3%	9.0%	0.8%
Teacher/Principal	23.5%	65.9%	9.9%	0.7%

Figure 2 and Table 3 show that there have been changes since 2008 in the percentage of respondents who indicated that their school improvement process includes and incorporates multicultural education. About 70% of respondents indicated their school improvement efforts

include multicultural education in the 2018-19 survey results and response patterns show that improvement process is increasing over time.

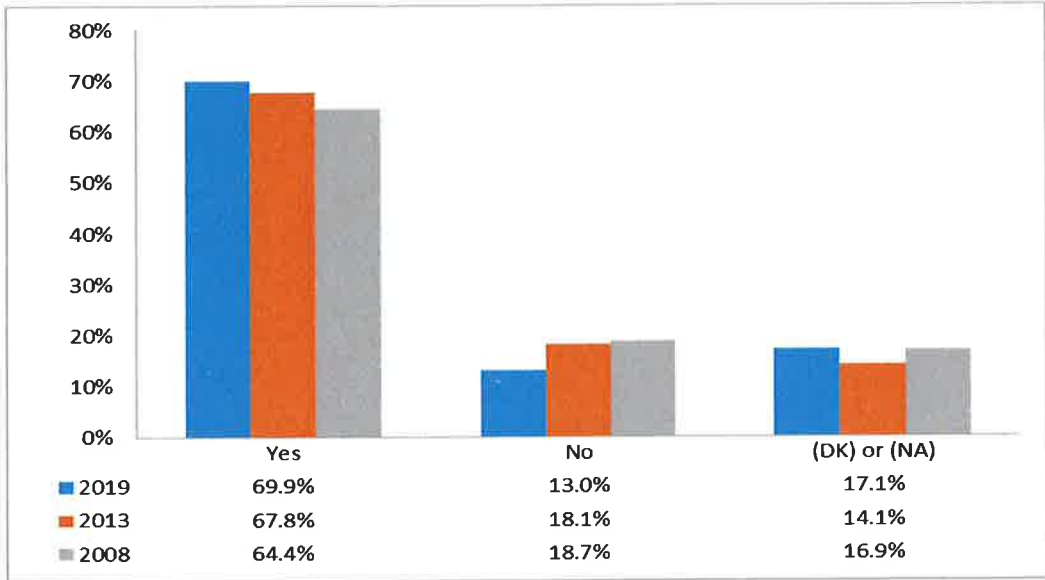


Figure 2. Responses to the item “Does your school improvement process include and incorporate multicultural education?”

Table 3. Responses to the item “Does your school improvement process include and incorporate multicultural education?”

	2018-19		
	Yes	No	(DK) or (NA)
Total	69.90%	13.04%	17.06%
Superintendent	75.14%	10.98%	13.87%
Teacher/Principal	67.76%	13.88%	18.35%

Figure 3 and Table 4 also show similar trend throughout the years that over 97 % of 2018-19 respondents report that they agree district curriculum frameworks, guides, or standards incorporate multicultural education.

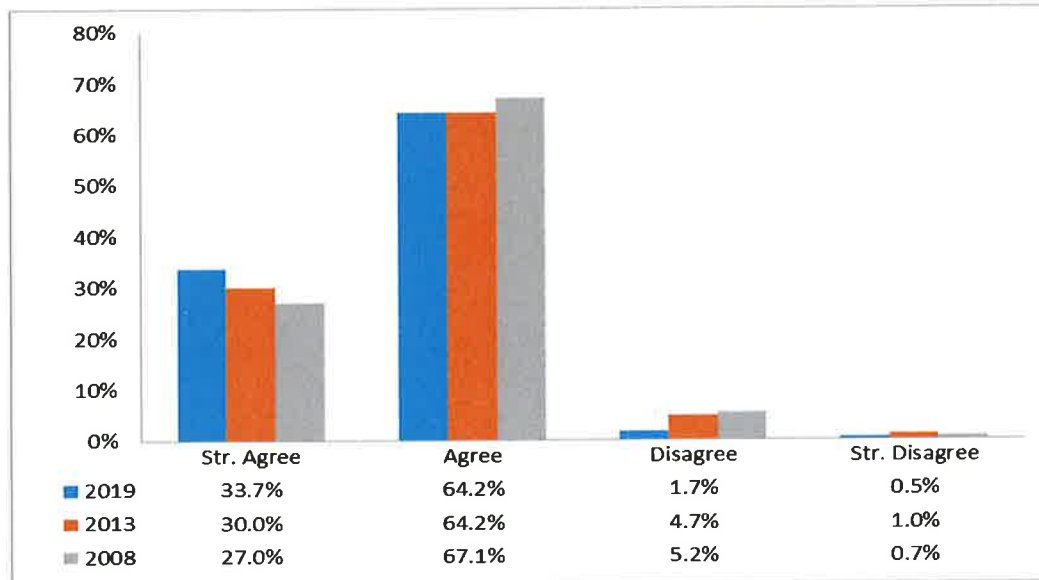


Figure 3. Responses to the item “The district curriculum frameworks, guides, or standards incorporate multicultural education”

Table 4. Responses to the item “The district curriculum frameworks, guides, or standards incorporate multicultural education”

	2018-19			
	Str. Agree	Agree	Disagree	Str. Disagree
Total	33.67%	64.15%	1.68%	0.5%
Superintendent	35.67%	63.74%	0.58%	0.00%
Teacher/Principal	32.86%	64.32%	2.11%	0.70%

Findings - Comparison among respondent’s demographic variables

A number of demographic variables were collected in the survey and they can be used to describe differences in response patterns among the respondent groups. This section will highlight some of the questions that had noticeable differences in response patterns among groups (e.g., Superintendents, Principals, and Teachers). These differences are of a descriptive nature for comparisons among group and further statistical analyses will be required to determine if any of the discrepancies are significant. Please note that these demographic questions were self-reported by the survey participants and no effort was made to verify the accuracy of the anonymous responses from the NDE.

1. Positions

Generally, teachers were less likely to respond that they are “Almost or always” to the questions when compared to the responses from superintendent or principal groups. On the other hand,

teachers were more likely to respond that they “Don’t know or Not applicable” to the questions. Table 5 shows that average responses to the 14 common questions that asked across positions. About 23% of the teachers positively responded to those questions, while principals and superintendents show higher endorsement patterns at around 30%; average teachers responded negatively at about 6.6%, compared to 5.7% to 5.6% in superintendent and principal groups, respectively. However, average teachers’ responses to the questions as “Don’t know or Not applicable” is about 23%, while 4.3% for superintendents and 7.7% for principals.

Table 6 shows questions that indicate more than 5% differences among groups. Superintendent or principal groups show up to 18% higher endorsement patterns for positive answers (e.g., Do students from a variety of social and cultural groups succeed proportionately in your school district?); teachers responded up to 6.4% more for endorsing negatively to those questions (e.g., Does your district provide students with factual information that contradicts misconceptions and stereotypes?).

Table 5. Average response pattern across positions

2018-19	Positive	Negative	DK/NA
Total	27.21%	6.00%	11.58%
Superintendent	28.64%	5.75%	4.28%
Principal	30.14%	5.63%	7.72%
Teacher	22.84%	6.62%	22.73%

Table 6. Questions that showed more than 5% differences among groups

Question
The district curriculum frameworks, guides, or standards incorporate multicultural education.
Does your school district operate in a manner that values a multicultural learning environment in which all students will learn?
Are you directly involved in efforts to create a supportive learning environment for students from diverse backgrounds?
When allocating professional development funds to you, does your school district give equal consideration to multicultural conferences, workshops, etc., along with other types of professional development requests?
If your employment agreement requires professional development days, does this required development include information on multiculturalism?
Does your school district provide financial support for you to participate in external professional development activities that address multicultural issues?
Do students from a variety of social and cultural groups succeed proportionately in your school district?
Is the exploration of multicultural perspectives a graduation requirement in your school district?
Does your district provide students with factual information that contradicts misconceptions and stereotypes?
Does your school district sponsor and support activities and organizations that encourage students’ expression of identity and cultural differences?
Are the forms of assessment used by your district culturally sensitive?

* **Bolded questions** are appeared in the 2013 survey results as discrepant among groups

2. Other variables (Years in positions, experiences, and school size)

Year in the current position or total experience in educational settings seem to be playing a role in generating differential results for the survey questions. School size also shows discrepancies among subcategories on some of the items. Table 7 shows that items that indicate discrepancies that are more than 5% among groups. Specifically, it is marked when discrepancies are greater than 5% from total response in the most positive response option (e.g., Almost always or always/Strongly Agree) and in the most negative response options (e.g., Poor/Strongly Disagree).

Table 7. Questions that showed more than 5 % differences subcategories and total mean

Question	Sub category			
	Position	Year	Experience	School size
In matters related to multicultural education, overall, I feel this school district is doing a job best characterized as:		12 - 15/16 - 19	8-11	1,000 or more
Does your school improvement process include and incorporate multicultural education?		12 - 15/16 - 19	8-11	1,000 or more
The district curriculum frameworks, guides, or standards incorporate multicultural education.		20 +	0-3/8-11	
Is a commitment to multicultural issues central to the mission of your school district?		20 +	0-3/8-11/12-15	100-499/500-99/1,000 or more
Does your school district operate in a manner that values a multicultural learning environment in which all students will learn?		20 +	0-3/8-11	
Are you directly involved in efforts to create a supportive learning environment for students from diverse backgrounds?	Teacher	16-19/20 +	0-3	
When allocating professional development funds to you, does your school district give equal consideration to multicultural conferences, workshops, etc., along with other types of professional development requests?	Teacher	0-3/20 +	0-3	
If your employment agreement requires professional development days, does this required development include information on multiculturalism?			0-3	Less than 100
Do optional professional development opportunities sponsored by your school district include information on multicultural issues?	Teacher	12-15/20 +		
Does your school district provide financial support for you to participate in external professional development activities that address multicultural issues?	Teacher	20 +	4-7	
Do students from a variety of social and cultural groups succeed proportionately in your school district?	Teacher	8-11/12-15/20 +		500-999/1,000 or more
Is the exploration of multicultural perspectives a graduation requirement in your school district?	Teacher	12-15/16-19	0-3	1,000 or more

Question	Sub category			
	Position	Year	Experience	School size
Does your district provide services that assist students in acquiring the social skills needed to interact effectively within a multicultural learning environment?				
Does your district provide opportunities for students to interact with people from diverse backgrounds?	Teacher	16-19/20 +	8-11	
Do you talk openly and constructively with students about multicultural issues?	Teacher	0-3/20 +	8-11	
Does your district provide students with factual information that contradicts misconceptions and stereotypes?	Teacher	20 +	0-3/4-7/8-11	Less than 100/1,000 or more
Does your school district sponsor and support activities and organizations that encourage students' expression of identity and cultural differences?		20 +	0-3/8-11/12-15	
Are the forms of assessment used by your district culturally sensitive?	Teacher		12-15/16-19/20 +	

Discrepancies based on subcategories and total mean response patterns are presented in detail in the Appendix. Although some of the subcategories show clear discrepancies in response patterns, however, they are actually response characteristics mostly explained by Teacher group. When cross tabulation of the position and other demographic variables (e.g., year/experiences in position, school size), some of the sub categories for those variables composed of teacher or superintendent groups predominantly. Tables 8 through 10 show the proportions of each subcategories of year/experience in position, and school size with position information. It is obvious that some of the categories of demographic variables are not composed of all positions proportionately (e.g., “20+ yr” in position, “0 – 3 yr” in total educational experience, and “Less than 100” and “1,000 or more” in school size). Therefore it is recommended not to generalize them as demographic subgroup’s representative response patterns but it is actually explained by the position group variable.

Table 8. Year in position and position type

Year in Position	0 - 3yr	4 - 7yr	8 - 11yr	12 - 15yr	16 - 19yr	20+ yr
Total	213	145	106	50	29	56
Position Type						
Superintendent	64	47	36	15	7	4
Principal	101	67	54	18	9	18
Teacher	48	31	16	17	13	34

Table 9. Total Educational experience (year) and position type

Total Ed. Experience	0 - 3yr	4 - 7yr	8 - 11yr	12 - 15yr	16 - 19yr	20+ yr
Total	20	26	49	90	67	348
Position Type						
Superintendent	0	0	3	12	15	143
Principal	0	3	31	54	42	138
Teacher	20	23	15	24	10	67

Table 10. School size and position type

School Size	Less than 100	100 - 499	500 - 999	1,000 or more
Total	42	441	72	42
Position Type				
Superintendent	4	106	34	29
Principal	22	210	25	9
Teacher	16	125	13	4

3. Comparison of School/Classroom level questions across years

School level questions are asked to principals and teachers and classroom level questions are asked to teachers only. Tables 11 and 12 display overall differences from the 2013 survey results on school and classroom level questions. Numbers show that the current survey results are increased from the 2013 survey results at or above 5% are colored green in the most positive response. The question “Are learning resources and information technology equally accessible to all students?” showed more than 5% increase from the 2013 survey results. Three questions in the classroom level showed more than 5% increases from the 2013 survey results: “Do students from a variety of social and cultural groups succeed proportionately in your courses?”, “Within your classroom do students have the opportunity to share their perspectives?”, “Do you point out the important ways in which all humans are similar when discussing cultural differences?” Numbers are colored red if they decrease from the 2013 results at or above 5% or increased in the most negative options.

Table 11. School level questions that showed more than 5 % differences between the 2013 and current survey responses

Question	2018-19					2013				
	Almost always or always	Often	Occasionally	Never	(DK) or (NA)	Almost always or always	Often	Occasionally	Never	(DK) or (NA)
Are you directly involved in efforts to create a supportive learning environment for students from diverse backgrounds?	40.33	38.17	16.67	2.00	2.83	59.70	21.30	11.10	6.50	1.40
Do you encourage staff to improve, revise, or redevelop	24.07	32.48	25.00	7.48	10.98	29.20	28.30	28.00	8.20	6.30

Question	2018-19					2013				
	Almost always or always	Often	Occasionally	Never	(DK) or (NA)	Almost always or always	Often	Occasionally	Never	(DK) or (NA)
programs based on information learned via multicultural professional development activities?										
Are students whose first language is not English provided with the services and support they need to achieve academic success?	53.74	14.02	4.91	0.47	26.87	55.90	15.30	6.50	1.50	20.80
Are learning resources and information technology equally accessible to all students?	86.01	11.19	1.63	0.23	0.93	77.80	16.10	5.10	0.70	0.20

Table 12. Classroom level questions that showed more than 5 % differences between the 2013 and current survey responses

Question	2018-19					2013				
	Almost always or always	Often	Occasionally	Never	(DK) or (NA)	Almost always or always	Often	Occasionally	Never	(DK) or (NA)
Do students from a variety of social and cultural groups succeed proportionately in your courses?	64.33	24.20	6.37	0.00	5.10	43.30	40.20	9.40	0.00	7.10
In your teaching, do you endeavor to introduce students to appropriate role models through guest speakers, readings, films, or other resources?	25.48	33.76	24.84	8.28	7.64	30.70	33.10	26.80	4.70	4.70
Within your classroom do students have the opportunity to share their perspectives?	63.69	28.03	6.37	0.64	1.27	58.70	30.20	10.30	0.80	0.00
Are the texts you use written by authors from diverse backgrounds?	24.20	38.85	11.46	0.64	24.84	32.50	30.20	9.50	3.20	24.60
In your courses, do you expose your students to the ways that ideas like justice, equality, freedom, peace, compassion, and charity are valued by many cultures?	25.16	36.77	21.29	6.45	10.32	36.30	30.60	23.40	5.60	4.00
Do you point out the important ways in which all humans are similar when discussing cultural differences?	44.52	32.26	17.42	1.94	3.87	46.00	33.10	16.10	2.40	2.40

Appendix

Table 1. How many years have you been employed in your current position (including this year)?

Demographic	0 - 3yr	4 - 7yr	8 - 11yr	12 - 15yr	16 - 19yr	20+ yr
Total	35.56	24.21	17.70	8.35	4.84	9.35
Position Type						
Superintendent	36.99	27.17	20.81	8.67	4.05	2.31
Principal	37.83	25.09	20.22	6.74	3.37	6.74
Teacher	30.19	19.50	10.06	10.69	8.18	21.38

Table 2. How many total years of experience do you have in education (including this year)?

Demographic	0 - 3yr	4 - 7yr	8 - 11yr	12 - 15yr	16 - 19yr	20+ yr
Total	3.33	4.33	8.17	15	11.17	58
Position Type						
Superintendent	0.00	0.00	1.73	6.94	8.67	82.66
Principal	0.00	1.12	11.57	20.15	15.67	51.49
Teacher	12.58	14.47	9.43	15.09	6.29	42.14

Table 3. Approximately how many students are attending your district?

Demographic	Less than 100	100 - 499	500 - 999	1,000 or more
Total	7.04	73.87	12.06	7.04
Position Type				
Superintendent	2.31	61.27	19.65	16.76
Principal	8.27	78.95	9.40	3.38
Teacher	10.13	79.11	8.23	2.53

Table 4. Your school Education level can best be described as:

Demographic	Elementary	Junior High/Middle School	High School (grades 9-12)
Total	45.24	27.38	27.38
Position Type			
Principal	44.12	26.47	29.41
Teacher	47.17	28.93	23.9

Table 4-1. Your school type can best be described as:

Demographic	Elementary	Junior High/Middle School	High School (grades 9-12)	Secondary (grades 7-12)	Grades K-12 on one site
Total	33.49	8.43	8.90	16.63	32.55
Position Type					
Principal	33.96	10.45	9.33	17.54	28.73
Teacher	32.70	5.03	8.18	15.09	38.99

* Due to small numbers, schools with grades 10-12 are included in 9-12

Table 5. The area in which your school is located is best described as:

Demographic	Rural area	Urban/Metropolitan
Total	84.95	15.05
Position Type		
Superintendent	93.64	6.36
Principal	81.20	18.80
Teacher	81.76	18.24

Table 6. From the list below, please select your primary teaching area:

Teaching area	Count	Percent of total
Total	154	100
Business, Marketing & Management	8	5.19
Career Education Foundational & Specialty	2	1.3
Education and Training	7	4.55
English as a Second Language	1	0.65
English Language Arts	14	9.09
Human Services/FCS	3	1.95
Mathematics	9	5.84
Miscellaneous Curriculum	6	3.9
Natural Sciences	9	5.84
Personal Development	0	0
Personal Health & Physical Fitness	12	7.79
Self-Contained Classroom	25	16.23
Skilled and Technical Science	3	1.95
Social Science/Social Studies	5	3.25
Special Education	24	15.58
Title 1 Curriculum	5	3.25
Visual & Performing Arts (Art)	8	5.19
Visual & Performing Arts (Music)	11	7.14
World Language	2	1.3

Table 7. Estimate the racial composition of your community, student body, and staff

Race/Ethnicity	Urban Districts			Rural Districts		
	Community	Student Body	Staff	Community	Student Body	Staff
American Indian or Alaska Native	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Asian	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Black or African American	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Native Hawaiian or Other Pacific Islander	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
White	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Hispanic of any race	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Two or more races	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

* Due to the response format errors, we don't compile the results in the table.

District-level Questions for Superintendents, Principals, and Teachers

Table 8. In matters related to multicultural education, overall, I feel this school district is doing a job best characterized as:

Demographic	Excellent	Good	Fair	Poor
Total	21.74	68.73	9.03	0.50
Position Type				
Superintendent	17.34	75.72	6.94	0.00
Principal	25.00	65.30	8.96	0.75
Teacher	21.02	66.88	11.46	0.64
Years in position				
0 - 3	21.70	66.98	10.85	0.47
4 - 7	23.08	69.93	6.99	0.00
8 - 11	26.42	66.04	7.55	0.00
12 - 15	14.00	72.00	12.00	2.00
16 - 19	13.79	82.76	3.45	0.00
20+	21.43	66.07	10.71	1.79
Total years' experience				
0 - 3	25.00	55.00	20.00	0.00
4 - 7	23.08	65.38	11.54	0.00
8 - 11	14.58	75.00	10.42	0.00
12 - 15	21.11	67.78	8.89	2.22
16 - 19	19.40	71.64	8.96	0.00
20+	23.12	68.50	8.09	0.29
# of students in district				
Less than 100	45.24	47.62	7.14	0.00
100 - 499	18.22	71.53	9.57	0.68
500 - 999	25.35	70.42	4.23	0.00
1,000 or more	28.57	59.52	11.90	0.00

Table 9. Does your school improvement process include and incorporate multicultural education?

Demographic	2018		
	Yes	No	(DK) or (NA)
Total	69.90	13.04	17.06
Position type			
Superintendent	75.14	10.98	13.87
Teacher/Principal	67.76	13.88	18.35

Table 10. Does your school improvement process include and incorporate multicultural education?

Demographic	Yes	No	(DK) or (NA)
Total	69.90	13.04	17.06
Position Type			
Superintendent	75.14	10.98	13.87
Principal	72.01	16.79	11.19
Teacher	60.51	8.92	30.57
Years in position			
0 - 3	62.44	14.55	23.00
4 - 7	74.83	12.59	12.59
8 - 11	80.19	7.55	12.26
12 - 15	72.00	14.00	14.00
16 - 19	68.97	10.34	20.69
20+	65.45	18.18	16.36
Total years' experience			
0 - 3	40.00	5.00	55.00
4 - 7	73.08	7.69	19.23
8 - 11	59.18	18.37	22.45
12 - 15	56.67	21.11	22.22
16 - 19	80.60	13.43	5.97
20+	74.20	11.01	14.78
# of students in district			
Less than 100	76.19	14.29	9.52
100 - 499	66.74	15.03	18.22
500 - 999	73.24	7.04	19.72
1,000 or more	90.48	0.00	9.52

Table 11. The district curriculum frameworks, guides, or standards incorporate multicultural education.

Demographic	Strongly Agree	Agree	Disagree	Strongly Disagree
Total	33.67	64.15	1.68	0.50
Position Type				
Superintendent	35.67	63.74	0.58	0.00
Principal	36.43	62.08	1.12	0.37
Teacher	26.75	68.15	3.82	1.27
Years in position				
0 - 3	31.60	66.51	1.42	0.47
4 - 7	34.97	63.64	1.40	0.00
8 - 11	38.68	60.38	0.94	0.00
12 - 15	38.00	60.00	0.00	2.00
16 - 19	39.29	60.71	0.00	0.00

20+	21.43	69.64	7.14	1.79
Total years' experience				
0 - 3	20.00	75.00	5.00	0.00
4 - 7	34.62	65.38	0.00	0.00
8 - 11	20.41	75.51	4.08	0.00
12 - 15	38.89	56.67	2.22	2.22
16 - 19	35.82	64.18	0.00	0.00
20+	34.30	63.95	1.45	0.29
# of students in district				
Less than 100	47.62	52.38	0.00	0.00
100 - 499	31.44	66.06	2.05	0.46
500 - 999	30.99	66.20	1.41	1.41
1,000 or more	43.90	56.10	0.00	0.00

Table 12. Is a commitment to multicultural issues central to the mission of your school district?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	21.54	39.73	28.88	5.18	4.67
Position Type					
Superintendent	17.92	49.13	27.75	3.47	1.73
Principal	26.02	39.41	29.00	4.46	1.12
Teacher	17.83	29.94	29.94	8.28	14.01
Years in position					
0 - 3	19.72	34.74	32.39	5.63	7.51
4 - 7	22.38	41.96	27.97	4.90	2.80
8 - 11	23.58	43.40	26.42	3.77	2.83
12 - 15	24.00	42.00	30.00	4.00	0.00
16 - 19	27.59	34.48	31.03	6.90	0.00
20+	17.86	46.43	21.43	5.36	8.93
Total years' experience					
0 - 3	20.00	0.00	40.00	10.00	30.00
4 - 7	19.23	34.62	23.08	3.85	19.23
8 - 11	14.29	36.73	40.82	2.04	6.12
12 - 15	22.22	30.00	31.11	13.33	3.33
16 - 19	26.87	41.79	23.88	5.97	1.49
20+	21.68	44.80	27.46	3.18	2.89
# of students in district					
Less than 100	26.19	42.86	26.19	2.38	2.38
100 - 499	18.64	37.95	31.82	6.59	5.00
500 - 999	32.39	42.25	18.31	1.41	5.63
1,000 or more	28.57	50.00	19.05	0.00	2.38

Table 13. Does your school district operate in a manner that values a multicultural learning environment in which all students will learn?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	57.26	33.06	7.18	0.17	2.34
Position Type					
Superintendent	53.76	41.62	4.05	0.00	0.58
Principal	65.06	26.77	7.06	0.00	1.12
Teacher	47.77	34.39	10.83	0.64	6.37
Years in position					
0 - 3	53.99	32.39	9.86	0.00	3.76
4 - 7	61.54	32.17	4.90	0.00	1.40
8 - 11	53.77	35.85	7.55	0.00	2.83
12 - 15	62.00	30.00	6.00	2.00	0.00
16 - 19	82.76	17.24	0.00	0.00	0.00
20+	46.43	44.64	7.14	0.00	1.79
Total years' experience					
0 - 3	30.00	25.00	25.00	0.00	20.00
4 - 7	50.00	38.46	3.85	0.00	7.69
8 - 11	46.94	32.65	14.29	0.00	6.12
12 - 15	53.33	37.78	6.67	1.11	1.11
16 - 19	67.16	23.88	8.96	0.00	0.00
20+	59.83	33.82	5.20	0.00	1.16
# of students in district					
Less than 100	76.19	11.90	9.52	0.00	2.38
100 - 499	54.55	34.77	7.95	0.23	2.50
500 - 999	56.34	39.44	2.82	0.00	1.41
1,000 or more	66.67	26.19	4.76	0.00	2.38

Table 16. Are you directly involved in efforts to create a supportive learning environment for students from diverse backgrounds?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	40.33	38.17	16.67	2.00	2.83
Position Type					
Superintendent	36.42	45.09	16.76	1.16	0.58
Principal	48.15	39.26	11.11	1.11	0.37
Teacher	31.21	28.66	26.11	4.46	9.55
Years in position					
0 - 3	36.62	41.31	15.49	2.82	3.76
4 - 7	45.45	38.46	12.59	1.40	2.10

8 - 11	42.45	33.96	18.87	1.89	2.83
12 - 15	56.00	30.00	12.00	2.00	0.00
16 - 19	34.48	31.03	34.48	0.00	0.00
20+	25.00	44.64	23.21	1.79	5.36
Total years' experience					
0 - 3	20.00	20.00	25.00	15.00	20.00
4 - 7	46.15	26.92	15.38	0.00	11.54
8 - 11	24.49	51.02	14.29	4.08	6.12
12 - 15	50.00	36.67	12.22	1.11	0.00
16 - 19	49.25	34.33	13.43	2.99	0.00
20+	39.02	39.31	18.50	1.16	2.02
# of students in district					
Less than 100	47.62	26.19	19.05	4.76	2.38
100 - 499	39.09	39.32	16.59	2.05	2.95
500 - 999	38.03	36.62	22.54	1.41	1.41
1,000 or more	47.62	42.86	4.76	0.00	4.76

Table 14. When allocating professional development funds to you, does your school district give equal consideration to multicultural conferences, workshops, etc., along with other types of professional development requests?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	30.17	27.50	20.83	6.50	15.00
Position Type					
Superintendent	32.95	31.21	23.70	8.09	4.05
Principal	33.33	29.26	24.07	5.19	8.15
Teacher	21.66	20.38	12.10	7.01	38.85
Years in position					
0 - 3	23.47	28.64	22.54	6.57	18.78
4 - 7	37.06	29.37	20.28	5.59	7.69
8 - 11	35.85	24.53	24.53	7.55	7.55
12 - 15	30.00	32.00	16.00	2.00	20.00
16 - 19	41.38	17.24	17.24	6.90	17.24
20+	21.43	25.00	14.29	10.71	28.57
Total years' experience					
0 - 3	15.00	5.00	10.00	5.00	65.00
4 - 7	26.92	34.62	11.54	3.85	23.08
8 - 11	18.37	34.69	22.45	8.16	16.33
12 - 15	33.33	26.67	18.89	7.78	13.33
16 - 19	38.81	28.36	19.40	4.48	8.96
20+	30.35	27.17	22.83	6.65	13.01

# of students in district					
Less than 100	40.48	14.29	23.81	7.14	14.29
100 - 499	27.95	27.27	21.36	7.95	15.45
500 - 999	36.62	26.76	18.31	1.41	16.90
1,000 or more	30.95	42.86	16.67	0.00	9.52

Table 15. If your employment agreement requires professional development days, does this required development include information on multiculturalism?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	10.00	22.33	37.17	15.17	15.33
Position Type					
Superintendent	7.51	24.28	42.20	12.72	13.29
Principal	10.74	23.70	35.56	15.93	14.07
Teacher	11.46	17.83	34.39	16.56	19.75
Years in position					
0 - 3	6.57	21.60	34.74	15.49	21.60
4 - 7	11.19	25.87	39.86	12.59	10.49
8 - 11	13.21	16.04	37.74	19.81	13.21
12 - 15	12.00	26.00	34.00	10.00	18.00
16 - 19	20.69	17.24	37.93	13.79	10.34
20+	7.14	26.79	41.07	16.07	8.93
Total years' experience					
0 - 3	15.00	10.00	15.00	20.00	40.00
4 - 7	15.38	30.77	26.92	11.54	15.38
8 - 11	10.20	18.37	40.82	16.33	14.29
12 - 15	5.56	20.00	27.78	21.11	25.56
16 - 19	14.93	23.88	41.79	10.45	8.96
20+	9.54	23.12	40.17	14.45	12.72
# of students in district					
Less than 100	7.14	14.29	35.71	21.43	21.43
100 - 499	9.09	23.18	37.27	15.91	14.55
500 - 999	12.68	21.13	33.80	12.68	19.72
1,000 or more	16.67	21.43	45.24	4.76	11.90

Table 16. Do optional professional development opportunities sponsored by your school district include information on multicultural issues?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	11.85	26.71	43.07	9.52	8.85
Position Type					

Superintendent	11.05	30.23	51.16	6.4	1.16
Principal	12.96	28.52	41.85	10.74	5.93
Teacher	10.83	19.75	36.31	10.83	22.29
Years in position					
0 - 3	8.96	25.47	41.51	11.32	12.74
4 - 7	16.08	26.57	46.15	4.90	6.29
8 - 11	16.04	25.47	44.34	10.38	3.77
12 - 15	4.00	42.00	44.00	4.00	6.00
16 - 19	13.79	27.59	34.48	17.24	6.90
20+	10.71	19.64	42.86	12.50	14.29
Total years' experience					
0 - 3	15	15	20	0	50
4 - 7	11.54	34.62	34.62	3.85	15.38
8 - 11	14.29	20.41	38.78	18.37	8.16
12 - 15	16.67	25.56	36.67	13.33	7.78
16 - 19	13.43	35.82	40.3	8.96	1.49
20+	9.86	26.09	47.83	8.41	7.83
# of students in district					
Less than 100	19.05	26.19	35.71	9.52	9.52
100 - 499	8.86	26.82	43.86	10.68	9.77
500 - 999	19.72	23.94	46.48	4.23	5.63
1,000 or more	24.39	26.83	39.02	4.88	4.88

Table 17. Does your school district provide financial support for you to participate in external professional development activities that address multicultural issues?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	22.00	22.33	31.33	7.50	16.83
Position Type					
Superintendent	22.54	27.17	39.88	6.94	3.47
Principal	25.56	23.70	31.11	7.04	12.59
Teacher	15.29	14.65	22.29	8.92	38.85
Years in position					
0 - 3	21.13	21.13	29.58	4.69	23.47
4 - 7	23.08	27.97	30.77	9.09	9.09
8 - 11	29.25	19.81	31.13	8.49	11.32
12 - 15	16.00	24.00	38.00	10.00	12.00
16 - 19	27.59	13.79	44.83	3.45	10.34
20+	10.71	19.64	28.57	10.71	30.36
Total years' experience					
0 - 3	19.23	30.77	19.23	11.54	19.23
4 - 7	14.29	28.57	30.61	6.12	20.41

8 - 11	26.67	22.22	21.11	10.00	20.00
12 - 15	25.37	25.37	37.31	2.99	8.96
16 - 19	21.97	21.39	35.55	8.09	13.01
20+					

# of students in district					
Less than 100	30.95	28.57	23.81	2.38	14.29
100 - 499	19.77	20.91	32.50	8.86	17.95
500 - 999	25.35	26.76	26.76	4.23	16.90
1,000 or more	28.57	23.81	35.71	2.38	9.52

Table 18. Do students from a variety of social and cultural groups succeed proportionately in your school district?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	36.38	46.35	11.79	1.00	4.49
Position Type					
Superintendent	45.66	45.66	8.09	0.58	0.00
Principal	35.66	44.85	14.71	1.84	2.94
Teacher	27.39	49.68	10.83	0.00	12.10
Years in position					
0 - 3	35.21	46.01	13.62	0.47	4.69
4 - 7	32.17	44.06	18.18	0.00	5.59
8 - 11	46.23	43.40	4.72	2.83	2.83
12 - 15	42.00	50.00	6.00	0.00	2.00
16 - 19	34.48	55.17	6.90	3.45	0.00
20+	28.57	53.57	7.14	1.79	8.93
Total years' experience					
0 - 3	35.00	25.00	20.00	0.00	20.00
4 - 7	30.77	46.15	15.38	0.00	7.69
8 - 11	24.49	42.86	22.45	0.00	10.20
12 - 15	38.89	45.56	11.11	0.00	4.44
16 - 19	31.34	46.27	14.93	4.48	2.99
20+	39.02	48.55	8.67	0.87	2.89
# of students in district					
Less than 100	59.52	28.57	4.76	0.00	7.14
100 - 499	36.36	47.50	10.23	1.36	4.55
500 - 999	30.99	50.70	14.08	0.00	4.23
1,000 or more	23.81	47.62	26.19	0.00	2.38

Table 19. Is the exploration of multicultural perspectives a graduation requirement in your school district?

Demographic	Often	Occasionally	Never
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	Almost always or always			or almost never	(DK) or (NA)
Total	15.28	13.12	10.13	20.93	40.53
Position Type					
Superintendent	17.92	17.34	16.18	29.48	19.08
Principal	16.91	12.50	9.56	20.59	40.44
Teacher	9.55	9.55	4.46	12.10	64.33
Years in position					
0 - 3	13.15	12.68	11.27	15.49	47.42
4 - 7	18.88	11.89	10.49	23.78	34.97
8 - 11	14.15	19.81	7.55	23.58	34.91
12 - 15	16.00	12.00	10.00	28.00	34.00
16 - 19	20.69	3.45	6.90	24.14	44.83
20+	14.29	10.71	10.71	21.43	42.86
Total years' experience					
0 - 3	10.00	0.00	0.00	5.00	85.00
4 - 7	11.54	19.23	3.85	11.54	53.85
8 - 11	12.24	16.33	10.20	6.12	55.10
12 - 15	17.78	10.00	4.44	23.33	44.44
16 - 19	19.40	14.93	13.43	19.40	32.84
20+	15.03	13.29	11.85	24.57	35.26
# of students in district					
Less than 100	11.90	7.14	9.52	21.43	50.00
100 - 499	15.00	12.73	9.32	22.50	40.45
500 - 999	15.49	15.49	8.45	18.31	42.25
1,000 or more	23.81	16.67	21.43	11.90	26.19

Table 20. Does your district provide services that assist students in acquiring the social skills needed to interact effectively within a multicultural learning environment?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	23.75	35.38	26.91	4.15	9.80
Position Type					
Superintendent	25.43	38.73	31.21	2.31	2.31
Principal	23.53	38.60	27.21	3.31	7.35
Teacher	22.29	26.11	21.66	7.64	22.29
Years in position					
0 - 3	23.00	33.33	26.76	4.23	12.68
4 - 7	27.97	29.37	33.57	2.80	6.29
8 - 11	25.47	40.57	21.70	3.77	8.49
12 - 15	20.00	50.00	22.00	2.00	6.00
16 - 19	31.03	27.59	17.24	10.34	13.79

20+	14.29	37.50	30.36	5.36	12.50
Total years' experience					
0 - 3	25.00	25.00	15.00	5.00	30.00
4 - 7	30.77	30.77	19.23	0.00	19.23
8 - 11	22.45	28.57	26.53	10.20	12.24
12 - 15	20.00	30.00	28.89	4.44	16.67
16 - 19	34.33	29.85	29.85	1.49	4.48
20+	22.54	39.31	27.17	4.05	6.94
# of students in district					
Less than 100	28.57	26.19	19.05	7.14	19.05
100 - 499	22.50	35.45	27.50	5.00	9.55
500 - 999	23.94	38.03	29.58	0.00	8.45
1,000 or more	33.33	35.71	23.81	0.00	7.14

Table 21. Does your district provide opportunities for students to interact with people from diverse backgrounds?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	24.63	30.45	35.61	5.49	3.83
Position Type					
Superintendent	25.43	31.21	35.26	5.78	2.31
Principal	24.63	34.93	36.03	3.68	0.74
Teacher	23.72	21.79	35.26	8.33	10.90
Years in position					
0 - 3	22.07	28.64	39.44	5.16	4.69
4 - 7	26.57	34.97	33.57	1.40	3.50
8 - 11	29.25	29.25	30.19	8.49	2.83
12 - 15	32.65	36.73	24.49	6.12	0.00
16 - 19	27.59	20.69	34.48	10.34	6.90
20+	14.29	25.00	46.43	8.93	5.36
Total years' experience					
0 - 3	25.00	30.00	25.00	0.00	20.00
4 - 7	23.08	34.62	30.77	0.00	11.54
8 - 11	24.49	28.57	30.61	8.16	8.16
12 - 15	23.60	24.72	40.45	8.99	2.25
16 - 19	28.36	38.81	31.34	1.49	0.00
20+	24.57	29.77	36.99	5.78	2.89
# of students in district					
Less than 100	35.71	21.43	38.10	2.38	2.38
100 - 499	21.82	30.00	37.27	6.59	4.32
500 - 999	28.57	30.00	34.29	4.29	2.86
1,000 or more	38.10	40.48	19.05	0.00	2.38

Table 22. Do you talk openly and constructively with students about multicultural issues?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	24.46	36.61	33.28	3.83	1.83
Position Type					
Superintendent	22.54	38.15	31.21	5.20	2.89
Principal	23.90	40.81	31.25	3.68	0.37
Teacher	27.56	27.56	39.10	2.56	3.21
Years in position					
0 - 3	18.78	38.03	33.33	5.63	4.23
4 - 7	29.37	36.36	29.37	4.20	0.70
8 - 11	29.25	33.02	34.91	1.89	0.94
12 - 15	34.00	38.00	26.00	2.00	0.00
16 - 19	24.14	34.48	37.93	3.45	0.00
20+	12.73	40.00	45.45	1.82	0.00
Total years' experience					
0 - 3	20.00	20.00	45.00	5.00	10.00
4 - 7	34.62	30.77	26.92	0.00	7.69
8 - 11	10.20	40.82	42.86	4.08	2.04
12 - 15	30.00	34.44	30.00	3.33	2.22
16 - 19	25.37	47.76	23.88	2.99	0.00
20+	23.77	35.94	34.78	4.35	1.16
# of students in district					
Less than 100	35.71	35.71	23.81	4.76	0.00
100 - 499	22.50	36.36	35.23	3.86	2.05
500 - 999	22.86	41.43	28.57	4.29	2.86
1,000 or more	33.33	30.95	35.71	0.00	0.00

Table 23. Does your district provide students with factual information that contradicts misconceptions and stereotypes?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	25.12	38.10	23.46	3.33	9.98
Position Type					
Superintendent	29.48	47.40	21.39	0.00	1.73
Principal	25.74	39.34	26.10	3.68	5.15
Teacher	19.23	25.64	21.15	6.41	27.56
Years in position					
0 - 3	23.47	40.38	22.54	4.23	9.39
4 - 7	30.77	38.46	20.28	0.00	10.49

8 - 11	27.62	38.10	25.71	2.86	5.71
12 - 15	22.00	40.00	24.00	2.00	12.00
16 - 19	27.59	20.69	34.48	6.90	10.34
20+	12.50	35.71	25.00	8.93	17.86
Total years' experience					
0 - 3	20.00	15.00	15.00	20.00	30.00
4 - 7	23.08	19.23	19.23	0.00	38.46
8 - 11	14.29	48.98	26.53	2.04	8.16
12 - 15	23.33	40.00	24.44	1.11	11.11
16 - 19	31.82	36.36	25.76	1.52	4.55
20+	26.01	39.02	23.41	3.76	7.80
# of students in district					
Less than 100	40.48	30.95	21.43	0.00	7.14
100 - 499	23.46	37.81	24.37	3.87	10.48
500 - 999	21.13	39.44	23.94	2.82	12.68
1,000 or more	33.33	42.86	16.67	2.38	4.76

Table 24. Does your school district sponsor and support activities and organizations that encourage students' expression of identity and cultural differences?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	23.63	32.78	27.62	6.49	9.48
Position Type					
Superintendent	26.59	38.15	25.43	6.36	3.47
Principal	23.99	31.73	30.63	6.64	7.01
Teacher	19.75	28.66	24.84	6.37	20.38
Years in position					
0 - 3	19.72	31.92	27.70	8.45	12.21
4 - 7	27.97	34.97	23.78	4.20	9.09
8 - 11	29.52	29.52	27.62	7.62	5.71
12 - 15	24.00	36.00	32.00	4.00	4.00
16 - 19	24.14	31.03	31.03	3.45	10.34
20+	14.29	33.93	32.14	7.14	12.50
Total years' experience					
0 - 3	15.00	25.00	30.00	0.00	30.00
4 - 7	30.77	42.31	11.54	3.85	11.54
8 - 11	14.29	32.65	26.53	8.16	18.37
12 - 15	23.33	25.56	23.33	13.33	14.44
16 - 19	23.88	35.82	28.36	5.97	5.97
20+	24.64	33.91	29.86	5.22	6.38
# of students in district					
Less than 100	26.19	28.57	30.95	9.52	4.76

100 - 499	20.73	32.35	27.79	7.97	11.16
500 - 999	32.39	30.99	29.58	0.00	7.04
1,000 or more	35.71	42.86	19.05	0.00	2.38

Table 25. Are the forms of assessment used by your district culturally sensitive?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	44.68	30.07	8.31	2.99	13.95
Position Type					
Superintendent	47.40	34.10	7.51	3.47	7.51
Principal	49.63	29.78	10.29	1.84	8.46
Teacher	33.12	26.11	5.73	4.46	30.57
Years in position					
0 - 3	46.95	24.41	9.39	3.76	15.49
4 - 7	49.65	26.57	13.99	2.10	7.69
8 - 11	43.40	30.19	7.55	3.77	15.09
12 - 15	38.00	50.00	2.00	2.00	8.00
16 - 19	37.93	37.93	3.45	3.45	17.24
20+	33.93	37.50	0.00	1.79	26.79
Total years' experience					
0 - 3	34.62	19.23	19.23	0.00	26.92
4 - 7	38.78	28.57	14.29	6.12	12.24
8 - 11	47.78	25.56	10.00	2.22	14.44
12 - 15	50.75	32.84	11.94	1.49	2.99
16 - 19	44.80	32.37	6.07	3.18	13.58
20+					
# of students in district					
Less than 100	50.00	23.81	9.52	2.38	14.29
100 - 499	43.41	31.36	7.50	2.95	14.77
500 - 999	43.66	28.17	12.68	2.82	12.68
1,000 or more	54.76	21.43	9.52	4.76	9.52

School-level Questions for Principals and Teachers

Table 26. Do administrators and staff collaborate to create a supportive environment for students?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	74.36	21.91	2.8	0.23	0.7
Position Type					
Principal	79.78	18.75	1.47	0	0
Teacher	64.97	27.39	5.1	0.64	1.91

Years in position					
0 - 3	71.81	22.82	4.03	0	1.34
4 - 7	75	21.88	2.08	1.04	0
8 - 11	77.14	21.43	1.43	0	0
12 - 15	88.57	11.43	0	0	0
16 - 19	81.82	18.18	0	0	0
20+	61.54	30.77	5.77	0	1.92
Total years' experience					
0 - 3	60	30	5	0	5
4 - 7	65.38	26.92	3.85	0	3.85
8 - 11	65.22	32.61	0	2.17	0
12 - 15	80.77	16.67	2.56	0	0
16 - 19	82.69	13.46	3.85	0	0
20+	73.89	22.66	2.96	0	0.49
# of students in district					
Less than 100	81.58	18.42	0	0	0
100 - 499	72.75	23.35	3.29	0	0.6
500 - 999	78.38	18.92	0	0	2.7
1,000 or more	76.92	7.69	7.69	7.69	0
School type					
Elementary	75.52	20.98	2.1	0	1.4
Junior High/Middle School	77.78	16.67	2.78	0	2.78
High School (grades 9-12)	70.27	24.32	2.7	2.7	0
Secondary (grades 7-12)	78.87	19.72	1.41	0	0
Grades K-12 on one site	70.29	25.36	4.35	0	0

Table 27. Are you directly involved in efforts to create a supportive learning environment for students from diverse backgrounds?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	40.33	38.17	16.67	2.00	2.83
Position Type					
Principal	48.15	39.26	11.11	1.11	0.37
Teacher	31.21	28.66	26.11	4.46	9.55
Years in position					
0 - 3	36.62	41.31	15.49	2.82	3.76
4 - 7	45.45	38.46	12.59	1.40	2.10
8 - 11	42.45	33.96	18.87	1.89	2.83
12 - 15	56.00	30.00	12.00	2.00	0.00
16 - 19	34.48	31.03	34.48	0.00	0.00
20+	25.00	44.64	23.21	1.79	5.36

Total years' experience

0 - 3	20.00	20.00	25.00	15.00	20.00
4 - 7	46.15	26.92	15.38	0.00	11.54
8 - 11	24.49	51.02	14.29	4.08	6.12
12 - 15	50.00	36.67	12.22	1.11	0.00
16 - 19	49.25	34.33	13.43	2.99	0.00
20+	39.02	39.31	18.50	1.16	2.02
# of students in district					
Less than 100	47.62	26.19	19.05	4.76	2.38
100 - 499	39.09	39.32	16.59	2.05	2.95
500 - 999	38.03	36.62	22.54	1.41	1.41
1,000 or more	47.62	42.86	4.76	0.00	4.76
School type					
Elementary	48.95	34.97	9.79	2.8	3.5
Junior High/Middle School	52.78	27.78	13.89	2.78	2.78
High School (grades 9-12)	40.54	37.84	16.22	0	5.41
Secondary (grades 7-12)	35.21	33.8	28.17	2.82	0
Grades K-12 on one site	35.51	37.68	18.84	2.17	5.8

Table 28. Do you encourage staff to improve, revise, or redevelop programs based on information learned via multicultural professional development activities?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	24.07	32.48	25.00	7.48	10.98
Position Type					
Principal	28.78	35.79	27.31	4.80	3.32
Teacher	15.92	26.75	21.02	12.10	24.20
Years in position					
0 - 3	24.83	26.85	24.83	7.38	16.11
4 - 7	21.88	42.71	23.96	5.21	6.25
8 - 11	27.54	26.09	31.88	10.14	4.35
12 - 15	22.86	42.86	17.14	2.86	14.29
16 - 19	22.73	36.36	27.27	4.55	9.09
20+	19.23	32.69	21.15	13.46	13.46
Total years' experience					
0 - 3	23.08	34.62	11.54	7.69	23.08
4 - 7	10.87	36.96	23.91	13.04	15.22
8 - 11	30.77	29.49	23.08	11.54	5.13
12 - 15	32.69	34.62	28.85	0.00	3.85
16 - 19	22.28	35.15	27.72	6.93	7.92
20+					
# of students in district					
Less than 100	28.95	39.47	10.53	7.89	13.16

100 - 499	21.92	31.83	26.43	8.41	11.41
500 - 999	29.73	35.14	29.73	0.00	5.41
1,000 or more	30.77	30.77	23.08	0.00	15.38
School type					
Elementary	32.17	31.47	23.08	4.20	9.09
Junior High/Middle School	19.44	41.67	25.00	8.33	5.56
High School (grades 9-12)	29.73	32.43	24.32	5.41	8.11
Secondary (grades 7-12)	26.76	29.58	23.94	9.86	9.86
Grades K-12 on one site	12.41	33.58	27.74	10.22	16.06

Table 29. Does your school equally enable all students to learn and excel?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	78.55	18.65	2.10	0.23	0.47
Position Type					
Principal	81.62	16.18	1.84	0.37	0.00
Teacher	73.25	22.93	2.55	0.00	1.27
Years in position					
0 - 3	77.85	16.78	3.36	0.67	1.34
4 - 7	81.25	16.67	2.08	0.00	0.00
8 - 11	77.14	21.43	1.43	0.00	0.00
12 - 15	82.86	17.14	0.00	0.00	0.00
16 - 19	81.82	18.18	0.00	0.00	0.00
20+	73.08	25.00	1.92	0.00	0.00
Total years' experience					
0 - 3	70.00	25.00	0.00	0.00	5.00
4 - 7	61.54	34.62	0.00	0.00	3.85
8 - 11	73.91	19.57	6.52	0.00	0.00
12 - 15	82.05	16.67	1.28	0.00	0.00
16 - 19	82.69	11.54	3.85	1.92	0.00
20+	80.30	18.23	1.48	0.00	0.00
# of students in district					
Less than 100	84.21	15.79	0.00	0.00	0.00
100 - 499	78.74	19.16	1.50	0.30	0.30
500 - 999	75.68	16.22	5.41	0.00	2.70
1,000 or more	69.23	15.38	15.38	0.00	0.00
School type					
Elementary	84.62	11.19	2.10	0.70	1.40
Junior High/Middle School	69.44	27.78	2.78	0.00	0.00
High School (grades 9-12)	64.86	29.73	5.41	0.00	0.00
Secondary (grades 7-12)	76.06	22.54	1.41	0.00	0.00

Grades K-12 on one site	79.71	18.84	1.45	0.00	0.00
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Table 30. Are students whose first language is not English provided with the services and support they need to achieve academic success?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	53.74	14.02	4.91	0.47	26.87
Position Type					
Principal	59.41	11.81	1.48	0.00	27.31
Teacher	43.95	17.83	10.83	1.27	26.11
Years in position					
0 - 3	53.69	13.42	6.04	0.67	26.17
4 - 7	59.38	12.50	4.17	1.04	22.92
8 - 11	45.71	8.57	5.71	0.00	40.00
12 - 15	55.88	17.65	0.00	0.00	26.47
16 - 19	68.18	22.73	0.00	0.00	9.09
20+	44.23	19.23	7.69	0.00	28.85
Total years' experience					
0 - 3	50.00	15.00	5.00	0.00	30.00
4 - 7	50.00	19.23	11.54	0.00	19.23
8 - 11	41.30	19.57	6.52	2.17	30.43
12 - 15	47.44	15.38	3.85	0.00	33.33
16 - 19	65.38	7.69	3.85	0.00	23.08
20+	56.44	12.87	4.46	0.50	25.74
# of students in district					
Less than 100	31.58	7.89	7.89	2.63	50.00
100 - 499	54.05	14.11	4.80	0.00	27.03
500 - 999	59.46	16.22	5.41	2.70	16.22
1,000 or more	84.62	15.38	0.00	0.00	0.00
School type					
Elementary	62.94	15.38	5.59	0.00	16.08
Junior High/Middle School	61.11	13.89	5.56	2.78	16.67
High School (grades 9-12)	72.97	10.81	2.70	0.00	13.51
Secondary (grades 7-12)	48.57	11.43	5.71	1.43	32.86
Grades K-12 on one site	39.13	14.49	4.35	0.00	42.03

Table 31. Are learning resources and information technology equally accessible to all students?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	86.01	11.19	1.63	0.23	0.93
Position Type					

Principal	88.97	9.93	0.74	0.37	0.00
Teacher	80.89	13.38	3.18	0.00	2.55
Years in position					
0 - 3	89.26	7.38	1.34	0.00	2.01
4 - 7	85.42	11.46	3.13	0.00	0.00
8 - 11	85.71	12.86	1.43	0.00	0.00
12 - 15	77.14	22.86	0.00	0.00	0.00
16 - 19	90.91	9.09	0.00	0.00	0.00
20+	80.77	13.46	1.92	1.92	1.92
Total years' experience					
0 - 3	85.00	10.00	0.00	0.00	5.00
4 - 7	76.92	15.38	3.85	0.00	3.85
8 - 11	89.13	8.70	2.17	0.00	0.00
12 - 15	80.77	16.67	2.56	0.00	0.00
16 - 19	90.38	7.69	1.92	0.00	0.00
20+	87.19	10.34	0.99	0.49	0.99
# of students in district					
Less than 100	89.47	5.26	2.63	0.00	2.63
100 - 499	84.73	12.57	1.80	0.30	0.60
500 - 999	91.89	5.41	0.00	0.00	2.70
1,000 or more	92.31	7.69	0.00	0.00	0.00
School type					
Elementary	83.22	13.29	1.40	0.70	1.40
Junior High/Middle School	83.33	8.33	5.56	0.00	2.78
High School (grades 9-12)	91.89	8.11	0.00	0.00	0.00
Secondary (grades 7-12)	81.69	15.49	1.41	0.00	1.41
Grades K-12 on one site	89.86	8.70	1.45	0.00	0.00

Table 32. Are academic support services universally designed to meet the needs of all students, including students with disabilities?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total	81.82	13.99	2.80	0.00	1.40
Position Type					
Principal	86.40	11.40	2.21	0.00	0.00
Teacher	73.89	18.47	3.82	0.00	3.82
Years in position					
0 - 3	81.88	13.42	2.68	0.00	2.01
4 - 7	80.21	12.50	6.25	0.00	1.04
8 - 11	82.86	12.86	2.86	0.00	1.43
12 - 15	74.29	25.71	0.00	0.00	0.00
16 - 19	90.91	9.09	0.00	0.00	0.00

20+	82.69	15.38	0.00	0.00	1.92
Total years' experience					
0 - 3	75.00	15.00	0.00	0.00	10.00
4 - 7	65.38	19.23	7.69	0.00	7.69
8 - 11	69.57	21.74	6.52	0.00	2.17
12 - 15	80.77	15.38	3.85	0.00	0.00
16 - 19	84.62	13.46	1.92	0.00	0.00
20+	86.70	11.33	1.48	0.00	0.49
# of students in district					
Less than 100	89.47	10.53	0.00	0.00	0.00
100 - 499	79.94	15.57	2.99	0.00	1.50
500 - 999	83.78	10.81	2.70	0.00	2.70
1,000 or more	92.31	0.00	7.69	0.00	0.00
School type					
Elementary	81.82	12.59	4.20	0.00	1.40
Junior High/Middle School	72.22	19.44	5.56	0.00	2.78
High School (grades 9-12)	81.08	16.22	2.70	0.00	0.00
Secondary (grades 7-12)	84.51	14.08	1.41	0.00	0.00
Grades K-12 on one site	82.61	13.77	1.45	0.00	2.17

Classroom-level Questions for Teachers

Table 33. Do students from a variety of social and cultural groups succeed proportionately in your courses?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	64.33	24.20	6.37	0.00	5.10
Years in position					
0 - 3	64.58	18.75	6.25	0.00	10.42
4 - 7	68.97	20.69	6.90	0.00	3.45
8 - 11	62.50	25.00	6.25	0.00	6.25
12 - 15	64.71	17.65	11.76	0.00	5.88
16 - 19	76.92	15.38	7.69	0.00	0.00
20+	55.88	41.18	2.94	0.00	0.00
Total years' experience					
0 - 3	70.00	15.00	5.00	0.00	10.00
4 - 7	65.22	21.74	13.04	0.00	0.00
8 - 11	53.33	40.00	0.00	0.00	6.67
12 - 15	62.50	16.67	16.67	0.00	4.17
16 - 19	90.00	10.00	0.00	0.00	0.00
20+	61.54	29.23	3.08	0.00	6.15
# of students in district					
1 - 499	63.57	23.57	7.14	0.00	5.71

500 - 999	66.67	33.33	0.00	0.00	0.00
1,000 or more	75.00	25.00	0.00	0.00	0.00
School type					
Elementary	76.92	13.46	7.69	0.00	1.92
Junior High/Middle School	62.50	12.50	25.00	0.00	0.00
High School (grades 9-12)	41.67	50.00	8.33	0.00	0.00
Secondary (grades 7-12)	45.83	45.83	4.17	0.00	4.17
Grades K-12 on one site	65.57	21.31	3.28	0.00	9.84

* "Less than 100" included in "1-499".

Table 34. Do you use a variety of teaching strategies to accommodate diverse student interests and learning styles?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	52.23	38.22	5.73	0.00	3.82
Years in position					
0 - 3	52.08	31.25	6.25	0.00	3.82
4 - 7	55.17	41.38	3.45	0.00	10.42
8 - 11	56.25	37.50	0.00	0.00	0.00
12 - 15	64.71	23.53	11.76	0.00	6.25
16 - 19	61.54	38.46	0.00	0.00	0.00
20+	38.24	52.94	8.82	0.00	0.00
Total years' experience					
0 - 3	60.87	39.13	0.00	0.00	0.00
4 - 7	40.00	53.33	6.67	0.00	0.00
8 - 11	54.17	37.50	8.33	0.00	0.00
12 - 15	90.00	10.00	0.00	0.00	0.00
16 - 19	47.69	43.08	4.62	0.00	4.62
20+	52.23	38.22	5.73	0.00	3.82
# of students in district					
1 - 499	51.43	39.29	5.00	0.00	4.29
500 - 999	58.33	33.33	8.33	0.00	0.00
1,000 or more	75.00	25.00	0.00	0.00	0.00
School type					
Elementary	59.62	32.69	5.77	0.00	1.92
Junior High/Middle School	50.00	37.50	12.50	0.00	0.00
High School (grades 9-12)	25.00	66.67	8.33	0.00	0.00
Secondary (grades 7-12)	37.50	50.00	4.17	0.00	8.33
Grades K-12 on one site	57.38	32.79	4.92	0.00	4.92

Table 35. In your teaching, do you endeavor to introduce students to appropriate role models through guest speakers, readings, films, or other resources?

Demographic	Often	Occasionally	Never
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	Almost always or always			or almost never	(DK) or (NA)
Total – Teacher only	25.48	33.76	24.84	8.28	7.64
Years in position					
0 - 3	31.25	25.00	29.17	8.33	6.25
4 - 7	31.03	27.59	24.14	10.34	6.90
8 - 11	12.50	31.25	37.50	12.50	6.25
12 - 15	35.29	47.06	5.88	11.76	0.00
16 - 19	23.08	38.46	23.08	0.00	15.38
20+	14.71	44.12	23.53	5.88	11.76
Total years' experience					
0 - 3	35.00	10.00	40.00	10.00	5.00
4 - 7	30.43	34.78	17.39	8.70	8.70
8 - 11	13.33	33.33	46.67	0.00	6.67
12 - 15	29.17	29.17	20.83	20.83	0.00
16 - 19	40.00	30.00	20.00	0.00	10.00
20+	20.00	43.08	20.00	6.15	10.77
# of students in district					
1 - 499	25.00	33.57	25.00	9.29	7.14
500 - 999	41.67	25.00	25.00	0.00	8.33
1,000 or more	0.00	75.00	25.00	0.00	0.00
School type					
Elementary	26.92	36.54	19.23	3.85	13.46
Junior High/Middle School	50.00	25.00	0.00	25.00	0.00
High School (grades 9-12)	8.33	50.00	33.33	8.33	0.00
Secondary (grades 7-12)	20.83	45.83	20.83	12.50	0.00
Grades K-12 on one site	26.23	24.59	32.79	8.20	8.20

Table 36. Do the courses you teach provide opportunities for civic engagement?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	11.46	24.84	31.21	15.29	17.20
Years in position					
0 - 3	12.50	31.25	29.17	16.67	10.42
4 - 7	17.24	17.24	24.14	13.79	27.59
8 - 11	6.25	18.75	43.75	12.50	18.75
12 - 15	5.88	41.18	47.06	0.00	5.88
16 - 19	7.69	23.08	23.08	15.38	30.77
20+	11.76	17.65	29.41	23.53	17.65
Total years' experience					
0 - 3	15.00	35.00	25.00	20.00	5.00
4 - 7	30.43	17.39	26.09	8.70	17.39

8 - 11	0.00	26.67	40.00	26.67	6.67
12 - 15	0.00	20.83	54.17	4.17	20.83
16 - 19	20.00	50.00	10.00	10.00	10.00
20+	9.23	21.54	27.69	18.46	23.08
# of students in district					
1 - 499	10.71	25.00	31.43	15.71	17.14
500 - 999	16.67	25.00	33.33	16.67	8.33
1,000 or more	25.00	25.00	25.00	0.00	25.00
School type					
Elementary	3.85	25.00	32.69	13.46	25.00
Junior High/Middle School	37.50	12.50	0.00	37.50	12.50
High School (grades 9-12)	16.67	25.00	50.00	8.33	0.00
Secondary (grades 7-12)	16.67	16.67	41.67	16.67	8.33
Grades K-12 on one site	11.48	29.51	26.23	14.75	18.03

Table 37. Within your classroom do students have the opportunity to share their perspectives?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	63.69	28.03	6.37	0.64	1.27
Years in position					
0 - 3	66.67	25.00	4.17	0.00	4.17
4 - 7	68.97	27.59	3.45	0.00	0.00
8 - 11	62.50	18.75	18.75	0.00	0.00
12 - 15	82.35	11.76	5.88	0.00	0.00
16 - 19	53.85	46.15	0.00	0.00	0.00
20+	50.00	38.24	8.82	2.94	0.00
Total years' experience					
0 - 3	65.00	25.00	5.00	0.00	5.00
4 - 7	78.26	17.39	4.35	0.00	0.00
8 - 11	66.67	33.33	0.00	0.00	0.00
12 - 15	66.67	16.67	16.67	0.00	0.00
16 - 19	90.00	10.00	0.00	0.00	0.00
20+	52.31	38.46	6.15	1.54	1.54
# of students in district					
1 - 499	64.29	27.86	5.71	0.71	1.43
500 - 999	75.00	16.67	8.33	0.00	0.00
1,000 or more	25.00	75.00	0.00	0.00	0.00
School type					
Elementary	65.38	26.92	3.85	1.92	1.92
Junior High/Middle School	50.00	37.50	12.50	0.00	0.00
High School (grades 9-12)	66.67	33.33	0.00	0.00	0.00
Secondary (grades 7-12)	54.17	37.50	8.33	0.00	0.00

Grades K-12 on one site	67.21	22.95	8.20	0.00	1.64
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Table 38. Do the courses that you teach help students understand historical, social, and political events from diverse perspectives?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	30.57	26.75	24.20	7.64	10.83
Years in position					
0 - 3	27.08	20.83	35.42	8.33	8.33
4 - 7	44.83	24.14	13.79	3.45	13.79
8 - 11	25.00	18.75	25.00	12.50	18.75
12 - 15	47.06	29.41	17.65	0.00	5.88
16 - 19	30.77	23.08	15.38	15.38	15.38
20+	17.65	41.18	23.53	8.82	8.82
Total years' experience					
0 - 3	20.00	15.00	45.00	10.00	10.00
4 - 7	47.83	21.74	8.70	4.35	17.39
8 - 11	13.33	33.33	26.67	20.00	6.67
12 - 15	33.33	29.17	20.83	4.17	12.50
16 - 19	50.00	20.00	20.00	0.00	10.00
20+	27.69	30.77	24.62	7.69	9.23
# of students in district					
1 - 499	30.00	27.86	23.57	8.57	10.00
500 - 999	33.33	25.00	25.00	0.00	16.67
1,000 or more	50.00	0.00	50.00	0.00	0.00
School type					
Elementary	28.85	28.85	21.15	5.77	15.38
Junior High/Middle School	37.50	12.50	25.00	12.50	12.50
High School (grades 9-12)	41.67	25.00	33.33	0.00	0.00
Secondary (grades 7-12)	20.83	37.50	33.33	0.00	8.33
Grades K-12 on one site	32.79	22.95	21.31	13.11	9.84

Table 39. Are the texts you use written by authors from diverse backgrounds?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	24.20	38.85	11.46	0.64	24.84
Years in position					
0 - 3	14.58	31.25	22.92	2.08	29.17
4 - 7	37.93	34.48	10.34	0.00	17.24
8 - 11	12.50	43.75	6.25	0.00	37.50
12 - 15	29.41	35.29	11.76	0.00	23.53
16 - 19	38.46	30.77	0.00	0.00	30.77

20+	23.53	55.88	2.94	0.00	17.65
Total years' experience					
0 - 3	15.00	20.00	25.00	0.00	40.00
4 - 7	39.13	34.78	0.00	0.00	26.09
8 - 11	6.67	40.00	26.67	0.00	26.67
12 - 15	25.00	33.33	20.83	0.00	20.83
16 - 19	50.00	40.00	0.00	0.00	10.00
20+	21.54	47.69	6.15	1.54	23.08
# of students in district					
1 - 499	25.00	37.14	10.00	0.71	27.14
500 - 999	25.00	50.00	16.67	0.00	8.33
1,000 or more	0.00	50.00	50.00	0.00	0.00
School type					
Elementary	30.77	50.00	9.62	0.00	9.62
Junior High/Middle School	25.00	25.00	37.50	0.00	12.50
High School (grades 9-12)	16.67	50.00	25.00	0.00	8.33
Secondary (grades 7-12)	8.33	41.67	16.67	4.17	29.17
Grades K-12 on one site	26.23	27.87	4.92	0.00	40.98

Table 40. In the classes you teach, do you draw references and examples from different cultural groups?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	26.45	36.77	25.16	3.23	8.39
Years in position					
0 - 3	22.92	27.08	37.50	4.17	8.33
4 - 7	32.14	28.57	21.43	3.57	14.29
8 - 11	31.25	31.25	31.25	0.00	6.25
12 - 15	35.29	47.06	0.00	11.76	5.88
16 - 19	38.46	38.46	23.08	0.00	0.00
20+	15.15	54.55	21.21	0.00	9.09
Total years' experience					
0 - 3	20.00	30.00	45.00	0.00	5.00
4 - 7	40.91	27.27	13.64	4.55	13.64
8 - 11	13.33	33.33	46.67	0.00	6.67
12 - 15	29.17	25.00	25.00	12.50	8.33
16 - 19	60.00	40.00	0.00	0.00	0.00
20+	20.31	46.88	21.88	1.56	9.38
# of students in district					
1 - 499	25.90	36.69	25.18	3.60	8.63
500 - 999	36.36	45.45	18.18	0.00	0.00
1,000 or more	25.00	25.00	50.00	0.00	0.00

School type					
Elementary	25.00	46.15	13.46	3.85	11.54
Junior High/Middle School	25.00	25.00	37.50	0.00	12.50
High School (grades 9-12)	18.18	36.36	36.36	0.00	9.09
Secondary (grades 7-12)	25.00	41.67	25.00	4.17	4.17
Grades K-12 on one site	30.00	28.33	31.67	3.33	6.67

Table 41. Within your courses do students engage in activities that will assist them in acquiring social skills needed to interact effectively within a multicultural learning environment?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	24.20	42.68	24.84	2.55	5.73
Years in position					
0 - 3	20.83	43.75	20.83	4.17	10.42
4 - 7	41.38	34.48	20.69	0.00	3.45
8 - 11	18.75	37.50	31.25	6.25	6.25
12 - 15	35.29	47.06	17.65	0.00	0.00
16 - 19	23.08	53.85	15.38	0.00	7.69
20+	11.76	44.12	38.24	2.94	2.94
Total years' experience					
0 - 3	20.00	35.00	35.00	0.00	10.00
4 - 7	56.52	34.78	4.35	0.00	4.35
8 - 11	13.33	40.00	26.67	6.67	13.33
12 - 15	16.67	45.83	37.50	0.00	0.00
16 - 19	50.00	50.00	0.00	0.00	0.00
20+	15.38	46.15	27.69	4.62	6.15
# of students in district					
1 - 499	23.57	41.43	25.71	2.86	6.43
500 - 999	33.33	58.33	8.33	0.00	0.00
1,000 or more	25.00	50.00	25.00	0.00	0.00
School type					
Elementary	30.77	55.77	7.69	1.92	3.85
Junior High/Middle School	37.50	37.50	12.50	0.00	12.50
High School (grades 9-12)	16.67	58.33	25.00	0.00	0.00
Secondary (grades 7-12)	20.83	45.83	20.83	8.33	4.17
Grades K-12 on one site	19.67	27.87	42.62	1.64	8.20

Table 42. Whether within or outside of class, do you provide opportunities for students to interact with people from diverse backgrounds?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
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Total – Teacher only	19.11	24.84	35.03	11.46	9.55
Years in position					
0 - 3	22.92	22.92	29.17	8.33	16.67
4 - 7	27.59	27.59	27.59	6.90	10.34
8 - 11	0.00	31.25	43.75	18.75	6.25
12 - 15	29.41	41.18	23.53	5.88	0.00
16 - 19	23.08	7.69	46.15	15.38	7.69
20+	8.82	20.59	47.06	17.65	5.88
Total years' experience					
0 - 3	20.00	20.00	35.00	5.00	20.00
4 - 7	47.83	26.09	13.04	0.00	13.04
8 - 11	6.67	33.33	46.67	13.33	0.00
12 - 15	12.50	33.33	41.67	12.50	0.00
16 - 19	30.00	30.00	40.00	0.00	0.00
20+	12.31	20.00	36.92	18.46	12.31
# of students in district					
1 - 499	19.29	24.29	35.00	12.86	8.57
500 - 999	25.00	25.00	50.00	0.00	0.00
1,000 or more	0.00	50.00	0.00	0.00	50.00
School type					
Elementary	30.77	28.85	26.92	3.85	9.62
Junior High/Middle School	25.00	12.50	37.50	12.50	12.50
High School (grades 9-12)	8.33	41.67	33.33	8.33	8.33
Secondary (grades 7-12)	12.50	33.33	37.50	12.50	4.17
Grades K-12 on one site	13.11	16.39	40.98	18.03	11.48

Table 43. Do you provide students with factual information that contradicts misconceptions and stereotypes?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	26.75	32.48	23.57	2.55	14.65
Years in position					
0 - 3	20.83	29.17	29.17	2.08	18.75
4 - 7	37.93	27.59	20.69	3.45	10.34
8 - 11	31.25	31.25	25.00	6.25	6.25
12 - 15	23.53	58.82	5.88	0.00	11.76
16 - 19	30.77	23.08	23.08	0.00	23.08
20+	23.53	32.35	26.47	2.94	14.71
Total years' experience					
0 - 3	20.00	25.00	30.00	5.00	20.00
4 - 7	34.78	30.43	4.35	0.00	30.43
8 - 11	33.33	20.00	33.33	6.67	6.67
12 - 15	20.83	50.00	16.67	4.17	8.33

16 - 19	50.00	40.00	0.00	0.00	10.00
20+	23.08	30.77	32.31	1.54	12.31
# of students in district					
1 - 499	25.00	35.00	25.71	2.14	12.14
500 - 999	41.67	16.67	0.00	8.33	33.33
1,000 or more	50.00	0.00	25.00	0.00	25.00
School type					
Elementary	25.00	30.77	13.46	0.00	30.77
Junior High/Middle School	37.50	37.50	12.50	12.50	0.00
High School (grades 9-12)	25.00	50.00	16.67	0.00	8.33
Secondary (grades 7-12)	33.33	37.50	25.00	0.00	4.17
Grades K-12 on one site	24.59	27.87	34.43	4.92	8.20

Table 44. Do your students have opportunities to participate in simulations, role playing, writing from the perspective of others, and other activities that enable them to gain insights into the impacts of stereotyping, prejudice, and discrimination?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	12.90	20.65	35.48	14.84	16.13
Years in position					
0 - 3	12.50	29.17	22.92	10.42	25.00
4 - 7	28.57	7.14	46.43	7.14	10.71
8 - 11	12.50	25.00	25.00	18.75	18.75
12 - 15	0.00	23.53	52.94	11.76	11.76
16 - 19	7.69	30.77	30.77	15.38	15.38
20+	9.09	12.12	42.42	27.27	9.09
Total years' experience					
0 - 3	20.00	15.00	20.00	10.00	35.00
4 - 7	40.91	18.18	13.64	9.09	18.18
8 - 11	13.33	13.33	60.00	0.00	13.33
12 - 15	0.00	20.83	50.00	16.67	12.50
16 - 19	0.00	60.00	30.00	0.00	10.00
20+	7.81	18.75	37.50	23.44	12.50
# of students in district					
1 - 499	12.32	19.57	36.96	15.94	15.22
500 - 999	25.00	33.33	25.00	0.00	16.67
1,000 or more	0.00	25.00	25.00	25.00	25.00
School type					
Elementary	10.00	32.00	28.00	6.00	24.00
Junior High/Middle School	37.50	12.50	12.50	25.00	12.50
High School (grades 9-12)	8.33	33.33	50.00	0.00	8.33
Secondary (grades 7-12)	16.67	8.33	50.00	16.67	8.33

Grades K-12 on one site	11.48	14.75	36.07	22.95	14.75
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Table 45. Are there co-curricular activities associated with the courses you teach that foster positive multicultural relationships?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	13.55	18.06	25.81	9.68	32.90
Years in position					
0 - 3	12.50	16.67	25.00	12.50	33.33
4 - 7	21.43	10.71	25.00	3.57	39.29
8 - 11	6.25	31.25	25.00	6.25	31.25
12 - 15	11.76	23.53	47.06	5.88	11.76
16 - 19	15.38	23.08	23.08	0.00	38.46
20+	12.12	15.15	18.18	18.18	36.36
Total years' experience					
0 - 3	15.00	10.00	20.00	20.00	35.00
4 - 7	36.36	9.09	22.73	0.00	31.82
8 - 11	6.67	20.00	26.67	13.33	33.33
12 - 15	0.00	20.83	41.67	4.17	33.33
16 - 19	20.00	40.00	20.00	10.00	10.00
20+	10.94	18.75	23.44	10.94	35.94
# of students in district					
1 - 499	13.04	18.84	27.54	7.97	32.61
500 - 999	25.00	16.67	8.33	33.33	16.67
1,000 or more	0.00	0.00	25.00	0.00	75.00
School type					
Elementary	12.00	28.00	20.00	10.00	30.00
Junior High/Middle School	25.00	0.00	25.00	12.50	37.50
High School (grades 9-12)	16.67	16.67	50.00	0.00	16.67
Secondary (grades 7-12)	12.50	20.83	29.17	12.50	25.00
Grades K-12 on one site	13.11	11.48	24.59	9.84	40.98

Table 46. In your courses, do you expose your students to the ways that ideas like justice, equality, freedom, peace, compassion, and charity are valued by many cultures?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	25.16	36.77	21.29	6.45	10.32
Years in position					
0 - 3	25.00	27.08	27.08	6.25	14.58
4 - 7	35.71	32.14	10.71	10.71	10.71
8 - 11	18.75	31.25	25.00	6.25	18.75
12 - 15	41.18	23.53	23.53	5.88	5.88

16 - 19	30.77	38.46	23.08	7.69	0.00
20+	9.09	63.64	18.18	3.03	6.06
Total years' experience					
0 - 3	20.00	25.00	35.00	10.00	10.00
4 - 7	45.45	22.73	13.64	4.55	13.64
8 - 11	6.67	46.67	13.33	20.00	13.33
12 - 15	25.00	29.17	29.17	4.17	12.50
16 - 19	60.00	20.00	20.00	0.00	0.00
20+	18.75	48.44	18.75	4.69	9.38
# of students in district					
1 - 499	26.09	36.23	22.46	5.80	9.42
500 - 999	25.00	33.33	16.67	16.67	8.33
1,000 or more	0.00	75.00	0.00	0.00	25.00
School type					
Elementary	30.00	36.00	20.00	4.00	10.00
Junior High/Middle School	37.50	25.00	25.00	12.50	0.00
High School (grades 9-12)	25.00	50.00	8.33	8.33	8.33
Secondary (grades 7-12)	12.50	41.67	25.00	8.33	12.50
Grades K-12 on one site	24.59	34.43	22.95	6.56	11.48

Table 47. Do you point out the important ways in which all humans are similar when discussing cultural differences?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	44.52	32.26	17.42	1.94	3.87
Years in position					
0 - 3	39.58	31.25	18.75	4.17	6.25
4 - 7	53.57	25.00	14.29	3.57	3.57
8 - 11	62.50	0.00	31.25	0.00	6.25
12 - 15	70.59	17.65	11.76	0.00	0.00
16 - 19	38.46	46.15	7.69	0.00	7.69
20+	24.24	57.58	18.18	0.00	0.00
Total years' experience					
0 - 3	40.00	35.00	15.00	5.00	5.00
4 - 7	59.09	18.18	13.64	0.00	9.09
8 - 11	40.00	20.00	33.33	6.67	0.00
12 - 15	41.67	33.33	16.67	4.17	4.17
16 - 19	80.00	20.00	0.00	0.00	0.00
20+	37.50	40.63	18.75	0.00	3.13
# of students in district					
1 - 499	44.20	32.61	18.84	1.45	2.90
500 - 999	58.33	25.00	0.00	8.33	8.33

1,000 or more	25.00	50.00	0.00	0.00	25.00
School type					
Elementary	62.00	30.00	4.00	0.00	4.00
Junior High/Middle School	62.50	12.50	0.00	25.00	0.00
High School (grades 9-12)	25.00	50.00	16.67	0.00	8.33
Secondary (grades 7-12)	29.17	41.67	29.17	0.00	0.00
Grades K-12 on one site	37.70	29.51	26.23	1.64	4.92

Table 48. Do you enable students to demonstrate knowledge in multiple ways that reflect diverse learning styles?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
Total – Teacher only	40.91	38.96	14.29	1.95	3.90
Years in position					
0 - 3	36.17	38.30	17.02	2.13	6.38
4 - 7	53.57	32.14	10.71	3.57	0.00
8 - 11	31.25	43.75	12.50	0.00	12.50
12 - 15	64.71	29.41	5.88	0.00	0.00
16 - 19	46.15	23.08	30.77	0.00	0.00
20+	27.27	54.55	12.12	3.03	3.03
Total years' experience					
0 - 3	25.00	45.00	20.00	5.00	5.00
4 - 7	47.62	33.33	14.29	0.00	4.76
8 - 11	40.00	40.00	13.33	6.67	0.00
12 - 15	50.00	37.50	8.33	0.00	4.17
16 - 19	70.00	30.00	0.00	0.00	0.00
20+	35.94	40.63	17.19	1.56	4.69
# of students in district					
1 - 499	40.58	40.58	14.49	1.45	2.90
500 - 999	58.33	16.67	8.33	8.33	8.33
1,000 or more	0.00	33.33	33.33	0.00	33.33
School type					
Elementary	56.00	34.00	8.00	0.00	2.00
Junior High/Middle School	37.50	37.50	12.50	12.50	0.00
High School (grades 9-12)	18.18	63.64	9.09	0.00	9.09
Secondary (grades 7-12)	29.17	45.83	25.00	0.00	0.00
Grades K-12 on one site	37.70	36.07	16.39	3.28	6.56

Table 49. Do you assess student outcomes that are related to improved multicultural relations?

Demographic	Almost always or always	Often	Occasionally	Never or almost never	(DK) or (NA)
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Total – Teacher only	15.58	20.13	22.08	15.58	26.62
Years in position					
0 - 3	12.77	23.40	21.28	12.77	29.79
4 - 7	32.14	14.29	3.57	17.86	32.14
8 - 11	12.50	25.00	31.25	12.50	18.75
12 - 15	11.76	29.41	35.29	11.76	11.76
16 - 19	7.69	15.38	38.46	15.38	23.08
20+	12.12	15.15	21.21	21.21	30.30
Total years' experience					
0 - 3	15.00	20.00	20.00	10.00	35.00
4 - 7	38.10	14.29	4.76	14.29	28.57
8 - 11	6.67	26.67	6.67	33.33	26.67
12 - 15	16.67	20.83	29.17	12.50	20.83
16 - 19	20.00	30.00	30.00	0.00	20.00
20+	9.38	18.75	28.13	17.19	26.56
# of students in district					
1 - 499	15.22	21.01	21.74	15.94	26.09
500 - 999	25.00	8.33	33.33	16.67	16.67
1,000 or more	0.00	33.33	0.00	0.00	66.67
School type					
Elementary	14.00	26.00	20.00	12.00	28.00
Junior High/Middle School	37.50	0.00	12.50	37.50	12.50
High School (grades 9-12)	9.09	45.45	18.18	9.09	18.18
Secondary (grades 7-12)	12.50	16.67	33.33	16.67	20.83
Grades K-12 on one site	16.39	14.75	21.31	16.39	31.15