# Case 4:74-cv-00090-DCB Document 1849-2 Filed 09/30/15 Page 26 of 164 USP: IV.F.1.b. and IV.K.1.j. - Annual Teacher Job Satisfaction Survey

## SY 2013-14 and SY 2014-15 Grade Level Comparisons

## For Whites, African Americans and Hispanic/Latinos Only

HIGH SCHOOLS SY 2013-14										<u>Difference</u>						
C	verall Satisfaction	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	2 Yr % Diff Agree & Strongly Agree
		White	553	22.60%	55.20%	17.90%	4.30%		White	612	23.20%	55.70%	17.20%	3.90%		1.1
35		Afr. Amer.	23	26.10%	52.20%	17.40%	4.30%		Afr. Amer.	39		61.50%	17.90%	2.60%		1.1
		Hispanic	162	18.50%	56.20%	16.00%	9.30%		Hispanic	244	25.00%	52.90%	14.80%	7.40%		3.2
	Job Satisfaction	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	2 Yr % Diff - Agree & Strongly Agree
	I am very satisfied	White	555	24.30%	51.50%	18.70%	5.40%		White	615	25.40%	50.70%	18.90%	5.00%		0.3
36	,	Afr. Amer.	22	36.40%	45.50%	18.20%	0.00%		Afr. Amer.	37	24.30%	59.50%	16.20%	0.00%		1.9
	position at TUSD.	Hispanic	161	20.50%	60.90%	14.30%	4.30%		Hispanic	244	29.90%	52.90%	11.50%	5.70%		1.4
	I want to continue employment with the District.	White	512	34.00%	54.10%	7.40%	4.50%		White	567	35.10%	54.00%	6.90%	4.10%		1.0
37		Afr. Amer.	20	45.00%	45.00%	10.00%	0.00%		Afr. Amer.	35	37.10%	<b>57.10%</b>	5.70%	0.00%		4.2
		Hispanic	149	32.20%	61.10%	3.40%	3.40%		Hispanic	232	44.00%	51.70%	2.20%	2.20%		2.4
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	MIDDLE SCHOOLS SY 2013-14								MIDDLE SCHOOLS SY 2014-15							TD 100
		MID	DLE SC	CHOOLS S	Y 2013-14			NA/		Π	MIDDLE S	SCHOOLS	SY 2014-15		NA/	<u>Difference</u>
C	Overall Satisfaction	Ethnicity	n-size	Strongly Agree	<b>Y</b> 2013-14  Agree	Disagree	Strongly Disagree	N.A. / Don't know	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Difference 2 Yr % Diff - Agree & Strongly Agree
	Overall, I am very			Strongly		Disagree		Don't	Ethnicity White	<b>n-size</b> 487	Strongly				Don't	2 Yr % Diff - Agree & Strongly
	Overall, I am very satisfied with my	Ethnicity	n-size	Strongly Agree 19.60% 26.90%	Agree	16.00% 19.20%	<b>Disagree</b> 6.70% 7.70%	Don't know			Strongly Agree 21.10% 28.60%	Agree	<b>Disagree</b> 15.60% 14.30%	Disagree	Don't know	2 Yr % Diff - Agree & Strongly Agree
	Overall, I am very	Ethnicity White	n-size	Strongly Agree 19.60%	Agree 57.80%	16.00%	Disagree 6.70%	Don't know	White	487	Strongly Agree 21.10%	Agree 56.90%	Disagree	Disagree 6.40%	Don't know	2 Yr % Diff - Agree & Strongly Agree  0.6
35	Overall, I am very satisfied with my school.  Job Satisfaction	Ethnicity White Afr. Amer. Hispanic Ethnicity	<b>n-size</b> 445 26	Strongly Agree 19.60% 26.90% 27.60% Strongly Agree	Agree 57.80% 46.20% 54.70% Agree	16.00% 19.20% 13.30% <b>Disagree</b>	Disagree 6.70% 7.70% 4.40% Strongly Disagree	Don't know 	White Afr. Amer. Hispanic  Ethnicity	487 35 243 <b>n-size</b>	Strongly	Agree 56.90% 48.60% 55.60% Agree	Disagree  15.60%  14.30%  10.70%  Disagree	Disagree 6.40% 8.60% 4.10% Strongly Disagree	Don't know 	2 Yr % Diff - Agree & Strongly Agree 0.6 4.1
35	Overall, I am very satisfied with my school.  Job Satisfaction  I am very satisfied	Ethnicity White Afr. Amer. Hispanic Ethnicity White	n-size  445 26 181  n-size 443	Strongly Agree 19.60% 26.90% 27.60% Strongly Agree 20.10%	Agree 57.80% 46.20% 54.70% Agree 52.80%	16.00% 19.20% 13.30% <b>Disagree</b> 19.20%	Disagree 6.70% 7.70% 4.40% Strongly Disagree 7.90%	Don't know N.A. / Don't	White Afr. Amer. Hispanic  Ethnicity  White	487 35 243  n-size 485	Strongly Agree 21.10% 28.60% 29.60%  Strongly Agree 22.10%	Agree 56.90% 48.60% 55.60% Agree 52.80%	Disagree  15.60%  14.30%  10.70%  Disagree  17.90%	Disagree 6.40% 8.60% 4.10%  Strongly Disagree 7.20%	Don't know N.A. / Don't	2 Yr % Diff - Agree & Strongly Agree  0.6  4.1  2.9  2 Yr % Diff - Agree & Strongly Agree  2.0
35	Overall, I am very satisfied with my school.  Job Satisfaction  I am very satisfied with my current	Ethnicity White Afr. Amer. Hispanic Ethnicity White Afr. Amer.	n-size  445 26 181  n-size  443 26	Strongly Agree 19.60% 26.90% 27.60% Strongly Agree 20.10% 26.90%	Agree 57.80% 46.20% 54.70%  Agree 52.80% 50.00%	16.00% 19.20% 13.30% <b>Disagree</b> 19.20%	Disagree 6.70% 7.70% 4.40%  Strongly Disagree 7.90% 3.80%	Don't know N.A. / Don't know	White Afr. Amer. Hispanic  Ethnicity  White Afr. Amer.	487 35 243 <b>n-size</b> 485 35	Strongly Agree 21.10% 28.60% 29.60%  Strongly Agree 22.10% 34.30%	Agree 56.90% 48.60% 55.60%  Agree 52.80% 42.90%	Disagree  15.60%  14.30%  10.70%  Disagree  17.90%  20.00%	Disagree 6.40% 8.60% 4.10%  Strongly Disagree 7.20% 2.90%	Don't know N.A. / Don't know	2 Yr % Diff - Agree & Strongly Agree  0.6 4.1 2.9  2 Yr % Diff - Agree & Strongly Agree 2.0 0.3
35	Overall, I am very satisfied with my school.  Job Satisfaction  I am very satisfied	Ethnicity White Afr. Amer. Hispanic Ethnicity White	n-size  445 26 181  n-size 443	Strongly Agree 19.60% 26.90% 27.60% Strongly Agree 20.10%	Agree 57.80% 46.20% 54.70% Agree 52.80%	16.00% 19.20% 13.30% <b>Disagree</b> 19.20%	Disagree 6.70% 7.70% 4.40% Strongly Disagree 7.90%	Don't know N.A. / Don't know	White Afr. Amer. Hispanic  Ethnicity  White	487 35 243  n-size 485	Strongly Agree 21.10% 28.60% 29.60%  Strongly Agree 22.10%	Agree 56.90% 48.60% 55.60% Agree 52.80%	Disagree  15.60%  14.30%  10.70%  Disagree  17.90%	Disagree 6.40% 8.60% 4.10%  Strongly Disagree 7.20%	Don't know N.A. / Don't know	2 Yr % Diff - Agree & Strongly Agree  0.6  4.1  2.9  2 Yr % Diff - Agree & Strongly Agree  2.0
35	Overall, I am very satisfied with my school.  Job Satisfaction  I am very satisfied with my current position at TUSD.	Ethnicity White Afr. Amer. Hispanic Ethnicity White Afr. Amer.	n-size  445 26 181  n-size  443 26	Strongly Agree 19.60% 26.90% 27.60% Strongly Agree 20.10% 26.90%	Agree 57.80% 46.20% 54.70%  Agree 52.80% 50.00%	16.00% 19.20% 13.30% <b>Disagree</b> 19.20%	Disagree 6.70% 7.70% 4.40%  Strongly Disagree 7.90% 3.80%	Don't know N.A. / Don't know	White Afr. Amer. Hispanic  Ethnicity  White Afr. Amer.	487 35 243 <b>n-size</b> 485 35	Strongly Agree 21.10% 28.60% 29.60%  Strongly Agree 22.10% 34.30%	Agree 56.90% 48.60% 55.60%  Agree 52.80% 42.90%	Disagree  15.60%  14.30%  10.70%  Disagree  17.90%  20.00%	Disagree 6.40% 8.60% 4.10%  Strongly Disagree 7.20% 2.90%	Don't know N.A. / Don't know	2 Yr % Diff - Agree & Strongly Agree  0.6 4.1 2.9  2 Yr % Diff - Agree & Strongly Agree 2.0 0.3
36	Overall, I am very satisfied with my school.  Job Satisfaction  I am very satisfied with my current position at TUSD.	Ethnicity White Afr. Amer. Hispanic Ethnicity White Afr. Amer. Hispanic	n-size  445 26 181  n-size  443 26 181	Strongly Agree 19.60% 26.90% 27.60% Strongly Agree 20.10% 26.90% 33.10%	Agree 57.80% 46.20% 54.70%  Agree 52.80% 50.00% 50.30%	16.00% 19.20% 13.30% Disagree 19.20% 19.20%	Disagree 6.70% 7.70% 4.40%  Strongly Disagree 7.90% 3.80% 4.40%	Don't know N.A. / Don't know	White Afr. Amer. Hispanic  Ethnicity  White Afr. Amer. Hispanic	487 35 243 <b>n-size</b> 485 35 246	Strongly Agree 21.10% 28.60% 29.60%  Strongly Agree 22.10% 34.30% 34.60%	Agree 56.90% 48.60% 55.60%  Agree 52.80% 42.90% 52.00%	Disagree  15.60%  14.30%  10.70%  Disagree  17.90%  20.00%  9.80%	Disagree 6.40% 8.60% 4.10%  Strongly Disagree 7.20% 2.90% 3.70%	Don't know N.A. / Don't know	2 Yr % Diff - Agree & Strongly Agree  0.6 4.1 2.9  2 Yr % Diff - Agree & Strongly Agree 2.0 0.3 3.2

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## SY 2013-14 and SY 2014-15 Grade Level Comparisons

## For Whites, African Americans and Hispanic/Latinos Only

	ELEMENTARY SCHOOLS (K-8) SY 2013-14									<u>Difference</u>						
	Overall Satisfaction	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A./D on't know	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A./D on't know	2 Yr % Diff - Agree & Strongly Agree
35	Overall, I am very satisfied with my school.	White	996	40.10%	49.20%	8.80%	1.90%		White	1,146	40.40%	49.70%	8.30%	1.70%		0.8
		Afr. Amer.	44	27.30%	65.90%	2.30%	4.50%		Afr. Amer.	61	36.10%	55.70%	3.30%	4.90%		-1.4
		Hispanic	565	38.40%	51.20%	8.70%	1.80%		Hispanic	769	40.80%	49.80%	7.40%	2.00%		1.0
	Job Satisfaction	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A./D on't know	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A./D on't know	2 Yr % Diff - Agree & Strongly Agree
36	position at TUSD	White	984	36.10%	49.40%	11.60%	2.90%		White	1,134	37.60%	48.60%	11.10%	2.70%		0.7
		Afr. Amer.	42	42.90%	54.80%	0.00%	2.40%		Afr. Amer.	59	42.40%	49.20%	1.70%	6.80%		-6.1
		Hispanic	568	41.70%	49.60%	7.20%	1.40%		Hispanic	772	45.60%	45.10%	6.70%	2.60%		-0.6
37	District.	White	940	43.80%	51.30%	3.50%	1.40%		White	1,088	45.70%	49.50%	3.40%	1.40%		0.1
		Afr. Amer.	42	52.40%	42.90%	2.40%	2.40%		Afr. Amer.	57	56.10%	40.40%	1.80%	1.80%		1.2
		Hispanic	554	52.00%	45.80%	1.40%	0.70%		Hispanic	759	55.30%	42.40%	1.40%	0.80%		-0.1

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