Case 4:74-cv-00090-DCB Document 1849-4 Filed 09/30/15 Page 598 of 708 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 |  |  |  |  |  |  |  |  | HIGH SCHOOLS SY 2014-15 |  |  |  |  |  |  | Difference <br> 2 Yr \% Diff Agree \& Strongly Agree |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Overall Satisfaction |  | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | N.A. <br> Don't <br> know | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | N.A. / <br> Don't <br> know |  |
| Overall, I am very <br> 35 satisfied with my school. |  | White | 553 | 22.60\% | 55.20\% | 17.90\% | 4.30\% | -- | White | 612 | 23.20\% | 55.70\% | 17.20\% | 3.90\% | -- | 1.1 |
|  |  | Afr. Amer. | 23 | 26.10\% | 52.20\% | 17.40\% | 4.30\% | -- | Afr. Amer. | 39 | 17.90\% | 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 <br> Disagree | N.A. <br> Don't <br> know | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | N.A. $/$ <br> Don't <br> know | 2 Yr \% Diff Agree \& Strongly Agree |
| 36 | I am very satisfied with my current position at TUSD. | White | 555 | 24.30\% | 51.50\% | 18.70\% | 5.40\% | -- | White | 615 | 25.40\% | 50.70\% | 18.90\% | 5.00\% | -- | 0.3 |
|  |  | Afr. Amer. | 22 | 36.40\% | 45.50\% | 18.20\% | 0.00\% | -- | Afr. Amer. | 37 | 24.30\% | 59.50\% | 16.20\% | 0.00\% | -- | 1.9 |
|  |  | Hispanic | 161 | 20.50\% | 60.90\% | 14.30\% | 4.30\% | -- | Hispanic | 244 | 29.90\% | 52.90\% | 11.50\% | 5.70\% | -- | 1.4 |
| 37 | 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 |
|  |  | Afr. Amer. | 20 | 45.00\% | 45.00\% | 10.00\% | 0.00\% | -- | Afr. Amer. | 35 | 37.10\% | 57.10\% | 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 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| MIDDLE SCHOOLS SY 2013-1 |  |  |  |  |  |  |  |  | MIDDLE SCHOOLS SY 2014-15 |  |  |  |  |  |  | Difference |
| Overall Satisfaction |  | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | $\begin{aligned} & \hline \text { N.A. / } \\ & \text { Don't } \\ & \text { know } \\ & \hline \end{aligned}$ | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly Disagree | $\begin{aligned} & \hline \text { N.A./ } \\ & \text { Don't } \\ & \text { know } \\ & \hline \end{aligned}$ | 2 Yr \% Diff Agree \& Strongly Agree |
| 35 | $\begin{aligned} & \text { Overall, I am very } \\ & \text { satisfied with my } \\ & \text { school. } \end{aligned}$ | White | 445 | 19.60\% | 57.80\% | 16.00\% | 6.70\% | -- | White | 487 | 21.10\% | 56.90\% | 15.60\% | 6.40\% | -- | 0.6 |
|  |  | Afr. Amer. | 26 | 26.90\% | 46.20\% | 19.20\% | 7.70\% | -- | Afr. Amer. | 35 | 28.60\% | 48.60\% | 14.30\% | 8.60\% | -- | 4.1 |
|  |  | Hispanic | 181 | 27.60\% | 54.70\% | 13.30\% | 4.40\% | -- | Hispanic | 243 | 29.60\% | 55.60\% | 10.70\% | 4.10\% | -- | 2.9 |
|  | Job Satisfaction | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | $\begin{aligned} & \text { N.A. / } \\ & \text { Don't } \\ & \text { know } \end{aligned}$ | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | N.A. / <br> Don't <br> know | 2 Yr \% Diff Agree \& Strongly Agree |
| 36 | I am very satisfied with my current position at TUSD. | White | 443 | 20.10\% | 52.80\% | 19.20\% | 7.90\% | -- | White | 485 | 22.10\% | 52.80\% | 17.90\% | 7.20\% | -- | 2.0 |
|  |  | Afr. Amer. | 26 | 26.90\% | 50.00\% | 19.20\% | 3.80\% | -- | Afr. Amer. | 35 | 34.30\% | 42.90\% | 20.00\% | 2.90\% | -- | 0.3 |
|  |  | Hispanic | 181 | 33.10\% | 50.30\% | 12.20\% | 4.40\% | -- | Hispanic | 246 | 34.60\% | 52.00\% | 9.80\% | 3.70\% | -- | 3.2 |
| 37 | I want to continue employment with the District. | White | 409 | 32.30\% | 55.50\% | 7.60\% | 4.60\% | -- | White | 450 | 33.60\% | 55.10\% | 7.10\% | 4.20\% | -- | 0.9 |
|  |  | Afr. Amer. | 23 | 52.20\% | 39.10\% | 8.70\% | 0.00\% | -- | Afr. Amer. | 32 | 53.10\% | 40.60\% | 6.30\% | 0.00\% | -- | 2.4 |
|  |  | Hispanic | 174 | 44.30\% | 50.00\% | 4.60\% | 1.10\% | -- | Hispanic | 238 | 46.20\% | 49.60\% | 3.40\% | 0.80\% | -- | 1.5 |

Case 4:74-cv-00090-DCB Document 1849-4 Filed 09/30/15 Page 599 of 708
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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 |  |  |  |  |  |  |  |  | ELEMENTARY SCHOOLS (K-8) SY 2014-15 |  |  |  |  |  |  | Difference <br> 2 Yr \% Diff - <br> Agree \& Strongly <br> Agree |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Overall Satisfaction |  | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | $\begin{array}{\|c\|} \hline \text { N.A./D } \\ \text { on't } \\ \text { know } \end{array}$ | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | $\begin{array}{\|c\|} \hline \text { N.A./D } \\ \text { on't } \\ \text { know } \\ \hline \end{array}$ |  |
| 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 <br> Disagree | $\begin{array}{\|c\|} \hline \text { N.A./D } \\ \text { on't } \\ \text { know } \\ \hline \end{array}$ | Ethnicity | n-size | Strongly Agree | Agree | Disagree | Strongly <br> Disagree | $\begin{array}{\|c\|} \hline \text { N.A./D } \\ \text { on't } \\ \text { know } \end{array}$ | 2 Yr \% Diff Agree \& Strongly Agree |
| 36 | I am very satisfied with my current 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 | I want to continue employment with the 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 |

