

APPENDIX IV – 15

Table 4.18: Job Satisfaction Survey Responses for African American and Hispanic Site Staff

Ethnicity	School Year	Q 43 - Overall, I am very satisfied with my school			Q 44 - I am very satisfied with my current position at TUSD			Q 45 - I want to continue employment with the District		
		ELEM/ K8 SCHOOLS	MIDDLE SCHOOLS	HIGH SCHOOLS	ELEM/ K8 SCHOOLS	MIDDLE SCHOOLS	HIGH SCHOOLS	ELEM/ K8 SCHOOLS	MIDDLE SCHOOLS	HIGH SCHOOLS
African American	2013-14	93%	73%	78%	98%	77%	82%	95%	91%	90%
African American	2014-15	92%	77%	79%	92%	77%	84%	97%	94%	94%
African American	2015-16	86%	80%	82%	87%	85%	89%	96%	97%	100%
African American	2016-17	85%	91%	81%	90%	90%	74%	96%	100%	93%
African American	2017-18	88%	100%	83%	90%	80%	89%	97%	100%	88%
Hispanic	2013-14	90%	82%	75%	91%	83%	81%	98%	94%	93%
Hispanic	2014-15	91%	85%	78%	91%	87%	83%	98%	96%	96%
Hispanic	2015-16	93%	87%	86%	94%	90%	87%	98%	96%	98%
Hispanic	2016-17	92%	80%	91%	93%	82%	92%	98%	92%	96%
Hispanic	2017-18	93%	86%	87%	92%	87%	91%	97%	97%	93%

USP: IV.K.1.j Teacher Survey Comparative Data by School Level 3 yr Comparison

Annual Teacher Job Satisfaction Survey
 SY 2015-16, 2016-17 and SY 2017-18 Grade Level Comparisons
 For Whites, African Americans and Hispanic/Latinos Only

HIGH SCHOOLS - 3 SY's		HIGH SCHOOLS SY 2015-16							HIGH SCHOOLS SY 2016-17							HIGH SCHOOLS SY 2017-18							SY 15-16	SY 16-17	2 Yr. Comparison Difference 15-16 & 16-17	SY 16-17	SY 17-18	2 Yr. Comparison Difference 16-17 & 17-18
Overall 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	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference
43	Overall, I am very satisfied with my school.	White	582	25.60%	55.30%	15.10%	4.00%	--	White	434	33.20%	52.50%	12.00%	2.30%	--	White	400	33.25%	53.50%	11.00%	2.25%	--	80.90%	85.70%	4.8%	85.70%	86.75%	1.1%
		Afr. Amer.	27	14.80%	66.70%	18.50%	0.00%	--	Afr. Amer.	27	44.40%	37.00%	14.80%	3.70%	--	Afr. Amer.	18	27.78%	55.56%	11.11%	5.56%	--	81.50%	81.40%	-0.1%	81.40%	83.34%	1.9%
		Hispanic	213	28.20%	57.30%	10.80%	3.80%	--	Hispanic	173	39.30%	51.40%	6.90%	2.30%	--	Hispanic	147	38.78%	48.30%	8.16%	4.76%	--	85.50%	90.70%	5.2%	90.70%	87.08%	-3.6%
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	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference
44	I am very satisfied with my current position at TUSD.	White	582	29.90%	52.90%	13.90%	3.30%	--	White	431	33.90%	50.30%	13.70%	2.10%	--	White	400	32.75%	52.50%	11.75%	3.00%	--	82.80%	84.20%	1.4%	84.20%	85.25%	1.1%
		Afr. Amer.	28	21.40%	67.90%	10.70%	0.00%	--	Afr. Amer.	27	48.10%	25.90%	22.20%	3.70%	--	Afr. Amer.	18	33.33%	55.56%	5.56%	5.56%	--	89.30%	74.00%	-15.3%	74.00%	88.89%	14.9%
		Hispanic	215	38.10%	48.40%	10.70%	2.80%	--	Hispanic	170	41.20%	50.60%	7.60%	0.60%	--	Hispanic	148	38.51%	52.70%	6.76%	2.03%	--	86.50%	91.80%	5.3%	91.80%	91.21%	-0.6%
45	I want to continue employment with the District.	White	558	37.50%	54.70%	5.40%	2.50%	--	White	408	46.10%	46.30%	4.90%	2.70%	--	White	366	39.89%	51.09%	7.10%	1.91%	--	92.20%	92.40%	0.2%	92.40%	90.98%	-1.4%
		Afr. Amer.	25	28.00%	72.00%	0.00%	0.00%	--	Afr. Amer.	28	53.60%	39.30%	7.10%	0.00%	--	Afr. Amer.	16	50.00%	37.50%	12.50%	0.00%	--	100.00%	92.90%	-7.1%	92.90%	87.50%	-5.4%
		Hispanic	207	52.20%	45.90%	1.40%	0.50%	--	Hispanic	167	54.50%	41.30%	4.20%	0.00%	--	Hispanic	143	47.55%	45.45%	4.20%	2.80%	--	98.10%	95.80%	-2.3%	95.80%	93.00%	-2.8%
MIDDLE SCHOOLS - 3 SY's		MIDDLE SCHOOLS SY 2015-16							MIDDLE SCHOOLS SY 2016-17							MIDDLE SCHOOLS SY 2017-18							SY 15-16	SY 16-17	2 Yr. Comparison Difference 15-16 & 16-17	SY 16-17	SY 17-18	2 Yr. Comparison Difference 16-17 & 17-18
Overall 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	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference
43	Overall, I am very satisfied with my school.	White	445	23.10%	55.50%	16.00%	5.40%	--	White	230	19.10%	53.50%	22.60%	4.80%	--	White	213	29.58%	54.46%	11.74%	4.23%	--	78.60%	72.60%	-6.0%	72.60%	84.04%	11.4%
		Afr. Amer.	40	35.00%	45.00%	10.00%	10.00%	--	Afr. Amer.	11	27.30%	63.60%	9.10%	0.00%	--	Afr. Amer.	10	50.00%	50.00%	0.00%	0.00%	--	80.00%	90.90%	10.9%	90.90%	100.00%	9.1%
		Hispanic	221	32.60%	54.30%	10.90%	2.30%	--	Hispanic	100	25.00%	55.00%	19.00%	1.00%	--	Hispanic	77	36.36%	49.35%	10.39%	3.90%	--	86.90%	80.00%	-6.9%	80.00%	85.71%	5.7%
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	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference
44	I am very satisfied with my current position at TUSD.	White	445	25.20%	55.10%	14.20%	5.60%	--	White	227	22.50%	59.50%	14.10%	4.00%	--	White	210	28.10%	60.00%	9.52%	2.38%	--	80.30%	82.00%	1.7%	82.00%	88.10%	6.1%
		Afr. Amer.	39	38.50%	46.20%	12.80%	2.60%	--	Afr. Amer.	10	50.00%	40.00%	10.00%	0.00%	--	Afr. Amer.	10	40.00%	40.00%	10.00%	10.00%	--	84.70%	90.00%	5.3%	90.00%	80.00%	-10.0%
		Hispanic	226	40.30%	49.60%	8.40%	1.80%	--	Hispanic	101	35.60%	46.50%	14.90%	3.00%	--	Hispanic	82	36.59%	50.00%	10.98%	2.44%	--	89.90%	82.10%	-7.8%	82.10%	86.59%	4.5%
45	I want to continue employment with the District.	White	415	36.10%	55.40%	6.50%	1.90%	--	White	212	33.50%	57.10%	4.20%	5.20%	--	White	192	36.98%	58.85%	3.65%	0.52%	--	91.50%	90.60%	-0.9%	90.60%	95.83%	5.2%
		Afr. Amer.	36	50.00%	47.20%	2.80%	0.00%	--	Afr. Amer.	11	54.50%	45.50%	0.00%	0.00%	--	Afr. Amer.	10	50.00%	50.00%	0.00%	0.00%	--	97.20%	100.00%	2.8%	100.00%	100.00%	0.0%
		Hispanic	220	50.00%	46.40%	2.30%	1.40%	--	Hispanic	100	41.00%	51.00%	5.00%	3.00%	--	Hispanic	77	50.65%	46.75%	1.30%	1.30%	--	96.40%	92.00%	-4.4%	92.00%	97.40%	5.4%
ELEMENTARY SCHOOLS (K-8) SY 2014-15		ELEMENTARY SCHOOLS (K-8) SY 2015-16							ELEMENTARY SCHOOLS (K-8) SY 2016-17							ELEMENTARY SCHOOLS (K-8) SY 2017-18							SY 15-16	SY 16-17	2 Yr. Comparison Difference 15-16 & 16-17	SY 16-17	SY 17-18	2 Yr. Comparison Difference 15-16 & 16-17
Overall 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	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A. / Don't know	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Totals	Strongly Agree & Agree % Difference

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43 Overall, I am very satisfied with my school.	White	1,069	41.70%	48.80%	7.80%	1.70%	--	White	901	42.50%	44.20%	9.80%	3.60%	--	White	840	48.69%	41.07%	6.90%	3.33%	--	90.50%	86.70%	-3.8%	86.70%	89.76%	3.1%	
	Afr. Amer.	58	39.70%	46.60%	13.80%	0.00%	--	Afr. Amer.	47	46.80%	38.30%	10.60%	4.30%	--	Afr. Amer.	43	48.84%	39.53%	9.30%	2.33%	--	86.30%	85.10%	-1.2%	85.10%	88.37%	3.3%	
	Hispanic	736	42.50%	50.40%	5.60%	1.50%	--	Hispanic	649	49.50%	42.80%	5.70%	2.00%	--	Hispanic	605	50.58%	41.98%	5.45%	1.98%	--	92.90%	92.30%	-0.6%	92.30%	92.56%	0.3%	
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	Ethnicity	n-size	Strongly Agree	Agree	Disagree	Strongly Disagree	N.A./ Don't know	SY 14-15	SY 15-16	SY 14-15 & SY 15-16 Diff	SY15-16	SY 16-17	SY 15-16 & SY 16-17 Diff	
44 I am very satisfied with my current position at TUSD.	White	1,070	40.50%	48.10%	9.10%	2.30%	--	White	897	36.70%	50.20%	11.50%	1.70%	--	White	840	38.21%	50.24%	8.93%	2.62%	--	88.60%	86.90%	-1.7%	86.90%	88.45%	1.6%	
	Afr. Amer.	59	40.70%	45.80%	11.90%	1.70%	--	Afr. Amer.	48	45.80%	43.80%	4.20%	6.30%	--	Afr. Amer.	39	46.15%	43.59%	5.13%	5.13%	--	86.50%	89.60%	3.1%	89.60%	89.74%	0.1%	
	Hispanic	733	46.90%	47.50%	4.00%	1.60%	--	Hispanic	643	47.90%	45.40%	5.40%	1.20%	--	Hispanic	615	46.67%	45.04%	6.50%	1.79%	--	94.40%	93.30%	-1.1%	93.30%	91.71%	-1.6%	
45 I want to continue employment with the District.	White	1,021	47.80%	46.00%	4.40%	1.80%	--	White	850	43.90%	49.40%	5.10%	1.60%	--	White	798	46.87%	47.12%	3.76%	2.26%	--	93.80%	93.30%	-0.5%	93.30%	93.99%	0.7%	
	Afr. Amer.	53	60.40%	35.80%	3.80%	0.00%	--	Afr. Amer.	44	68.20%	27.30%	2.30%	2.30%	--	Afr. Amer.	38	57.89%	39.47%	0.00%	2.63%	2.30%	--	96.20%	95.50%	-0.7%	95.50%	97.36%	1.9%
	Hispanic	723	54.40%	43.80%	0.80%	1.00%	--	Hispanic	618	57.90%	40.00%	1.30%	0.80%	--	Hispanic	598	56.19%	40.64%	2.01%	1.17%	--	98.20%	97.90%	-0.3%	97.90%	96.83%	-1.1%	