

Neither Disagree nor Agree	307	3	12.71%	
Agree	1047	4	43.34%	
Strongly Agree	810	5	33.53%	
Weighted Score: 3.98				
Total Responses	2416			

Q9(f). Teachers in this school communicate with each other to make student learning consistent across grade levels.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	48	1	1.99%	
Disagree	272	2	11.29%	
Neither Disagree nor Agree	389	3	16.14%	
Agree	1061	4	44.02%	
Strongly Agree	640	5	26.56%	
Weighted Score: 3.82				
Total Responses	2410			

How strongly do you agree or disagree with the following statements?

Q10. .

Q10(a). There is a sense of teamwork among all school teachers and staff.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	124	1	4.51%	
Disagree	407	2	14.82%	
Neither Disagree nor Agree	400	3	14.56%	
Agree	1156	4	42.08%	
Strongly Agree	660	5	24.03%	
Weighted Score: 3.66				
Total Responses	2747			

Q10(b). The school leadership makes a sustained effort to address teacher concerns.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	199	1	7.28%	
Disagree	362	2	13.24%	
Neither Disagree nor Agree	416	3	15.21%	
Agree	988	4	36.12%	
Strongly Agree	770	5	28.15%	
Weighted Score: 3.65				
Total Responses	2735			

Q10(c). Teachers and staff at my school are recognized and appreciated for good work.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	168	1	6.12%	
Disagree	358	2	13.04%	
Neither Disagree nor Agree	424	3	15.45%	
Agree	1039	4	37.85%	
Strongly Agree	756	5	27.54%	
Weighted Score: 3.68				
Total Responses	2745			

Q10(d). I am clear about what my job is at this school.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	35	1	1.27%	
Disagree	83	2	3.02%	
Neither Disagree nor Agree	144	3	5.24%	
Agree	1092	4	39.72%	
Strongly Agree	1395	5	50.75%	
Weighted Score: 4.36				
Total Responses	2749			

Q10(e). I feel that others are clear about what my job is at this school.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	66	1	2.42%	
Disagree	267	2	9.77%	
Neither Disagree nor Agree	328	3	12.01%	
Agree	1131	4	41.40%	
Strongly Agree	940	5	34.41%	
Weighted Score: 3.96				
Total Responses	2732			

Q10(f). I feel comfortable raising issues and concerns that are important to me at my school.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	253	1	9.22%	
Disagree	367	2	13.37%	
Neither Disagree nor Agree	316	3	11.51%	
Agree	952	4	34.68%	
Strongly Agree	857	5	31.22%	
Weighted Score: 3.65				
Total Responses	2745			

Q10(g). I feel supported by my administrator.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	228	1	8.32%	
Disagree	238	2	8.68%	
Neither Disagree nor Agree	353	3	12.87%	
Agree	798	4	29.10%	
Strongly Agree	1125	5	41.03%	
Weighted Score: 3.86				
Total Responses	2742			

**How strongly do you agree or disagree with the following statements?
Q11. .**

Q11(a). I have the materials and resources needed to adequately differentiate instruction.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	99	1	4.11%	
Disagree	361	2	14.99%	
Neither Disagree nor Agree	427	3	17.73%	
Agree	1070	4	44.42%	
Strongly Agree	452	5	18.76%	
Weighted Score: 3.59				
Total Responses	2409			

Q11(b). The school administration arranges for collaborative planning and decision making.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	89	1	3.68%	
Disagree	184	2	7.61%	
Neither Disagree nor Agree	324	3	13.41%	
Agree	1099	4	45.47%	
Strongly Agree	721	5	29.83%	
Weighted Score: 3.90				
Total Responses	2417			

Q11(c). My non-instructional duties do not interfere with my essential role of educating students.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	184	1	7.64%	
Disagree	388	2	16.12%	
Neither Disagree nor Agree	430	3	17.86%	
Agree	952	4	39.55%	

Strongly Agree	453	5	18.82%	
Weighted Score: 3.46				
Total Responses	2407		20%	40%
			60%	80%
			100%	

How strongly do you agree or disagree with the following statements?
Q13. .

Q13(a). I am satisfied with the amount of time provided on early release Wednesdays.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	180	1	7.48%	
Disagree	346	2	14.37%	
Neither Disagree nor Agree	541	3	22.47%	
Agree	1021	4	42.40%	
Strongly Agree	320	5	13.29%	
Weighted Score: 3.40				
Total Responses	2408		20%	40%
			60%	80%
			100%	

Q13(b). I apply the knowledge that I gain from participation in early release Wednesdays in my classroom practice.

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	149	1	6.23%	
Disagree	248	2	10.37%	
Neither Disagree nor Agree	605	3	25.29%	
Agree	1043	4	43.60%	
Strongly Agree	347	5	14.51%	
Weighted Score: 3.50				
Total Responses	2392		20%	40%
			60%	80%
			100%	

Q13(c). The time provided for early release Wednesdays is improving student achievement outcomes

Responses	Count	Assigned Weight	%	Percentage of total respondents
Strongly Disagree	225	1	9.37%	
Disagree	372	2	15.49%	
Neither Disagree nor Agree	812	3	33.82%	
Agree	715	4	29.78%	
Strongly Agree	277	5	11.54%	
Weighted Score: 3.19				
Total Responses	2401		20%	40%
			60%	80%
			100%	

Q13(d). The discussion focus of early release Wednesdays is consistent over time.

Responses	Count	Assigned Weight	%	Percentage of total respondents
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Strongly Disagree	198	1	8.29%	
Disagree	389	2	16.30%	
Neither Disagree nor Agree	619	3	25.93%	
Agree	858	4	35.94%	
Strongly Agree	323	5	13.53%	
Weighted Score: 3.30				
Total Responses	2387			

14. (a).I feel safe at my school.

Responses	Count	%	Percentage of total respondents				
Strongly Disagree	33	1.20%					
Disagree	133	4.84%					
Neither Disagree nor Agree	159	5.78%					
Agree	1137	41.36%					
Strongly Agree	1287	46.82%					
Total Responses	2749			20%	40%	60%	80% 100%

14.

(b).Students with special needs are well taken care of and their needs are addressed.

Responses	Count	%	Percentage of total respondents				
Strongly Disagree	48	1.75%					
Disagree	148	5.41%					
Neither Disagree nor Agree	233	8.51%					
Agree	1145	41.82%					
Strongly Agree	1164	42.51%					
Total Responses	2738			20%	40%	60%	80% 100%

14.

(c).Teachers and other staff are proud to work at this school.

Responses	Count	%	Percentage of total respondents				
Strongly Disagree	64	2.33%					
Disagree	158	5.76%					
Neither Disagree nor Agree	407	14.84%					
Agree	1040	37.91%					
Strongly Agree	1074	39.15%					
Total Responses	2743			20%	40%	60%	80% 100%

14.

(d).My school building is clean.

Responses	Count	%	Percentage of total respondents				
Strongly Disagree	51	1.86%					
Disagree	179	6.52%					

Neither Disagree nor Agree	201	7.32%	
Agree	1120	40.80%	
Strongly Agree	1194	43.50%	
Total Responses	2745		

14.

(e).I look forward to coming to my school every day.

Responses	Count	%	Percentage of total respondents
Strongly Disagree	74	2.70%	
Disagree	164	5.98%	
Neither Disagree nor Agree	335	12.21%	
Agree	1084	39.52%	
Strongly Agree	1086	39.59%	
Total Responses	2743		

How common are the following behaviors at this school?

Q15. .

Q15(a). Student alcohol use

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	1374	1	50.22%	
Somewhat Common	300	2	10.96%	
Moderately Common	287	3	10.49%	
Very Common	158	4	5.77%	
Don't Know	617	5	22.55%	
Weighted Score: 2.39				
Total Responses	2736			

Q15(b). Student drug use

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	1289	1	47.16%	
Somewhat Common	378	2	13.83%	
Moderately Common	286	3	10.46%	
Very Common	187	4	6.84%	
Don't Know	593	5	21.70%	
Weighted Score: 2.42				
Total Responses	2733			

Q15(c). Student tobacco use

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	1286	1	47.19%	

Somewhat Common	343	2	12.59%	
Moderately Common	298	3	10.94%	
Very Common	233	4	8.55%	
Don't Know	565	5	20.73%	
Weighted Score: 2.43				
Total Responses	2725			

Q15(d). Harassment or bullying among students

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	436	1	15.96%	
Somewhat Common	1130	2	41.38%	
Moderately Common	644	3	23.58%	
Very Common	289	4	10.58%	
Don't Know	232	5	8.50%	
Weighted Score: 2.54				
Total Responses	2731			

Q15(e). Physical fighting between students

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	998	1	36.52%	
Somewhat Common	964	2	35.27%	
Moderately Common	444	3	16.25%	
Very Common	133	4	4.87%	
Don't Know	194	5	7.10%	
Weighted Score: 2.11				
Total Responses	2733			

Q15(f). Disruptive student behavior

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	304	1	11.13%	
Somewhat Common	949	2	34.75%	
Moderately Common	731	3	26.77%	
Very Common	628	4	23.00%	
Don't Know	119	5	4.36%	
Weighted Score: 2.75				
Total Responses	2731			

Q15(g). Racial/ethnic conflict among students

Responses	Count	Assigned	%	Percentage of total respondents
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		Weight		
Not at All Common	1219	1	44.68%	
Somewhat Common	714	2	26.17%	
Moderately Common	274	3	10.04%	
Very Common	82	4	3.01%	
Don't Know	439	5	16.09%	
Weighted Score: 2.20				
Total Responses	2728			

Q15(h). Student depression or other mental health problems

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	759	1	27.90%	
Somewhat Common	817	2	30.04%	
Moderately Common	316	3	11.62%	
Very Common	135	4	4.96%	
Don't Know	693	5	25.48%	
Weighted Score: 2.70				
Total Responses	2720			

Q15(i). Lack of respect of staff by students

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	880	1	32.23%	
Somewhat Common	858	2	31.43%	
Moderately Common	457	3	16.74%	
Very Common	423	4	15.49%	
Don't Know	112	5	4.10%	
Weighted Score: 2.28				
Total Responses	2730			

Q15(j). Cutting classes or being truant

Responses	Count	Assigned Weight	%	Percentage of total respondents
Not at All Common	1039	1	37.99%	
Somewhat Common	634	2	23.18%	
Moderately Common	371	3	13.56%	
Very Common	271	4	9.91%	
Don't Know	420	5	15.36%	
Weighted Score: 2.41				
Total Responses	2735			

Q15(k). Gang-related activity					
Responses	Count	Assigned Weight	%	Percentage of total respondents	
Not at All Common	1276	1	46.81%		
Somewhat Common	530	2	19.44%		
Moderately Common	271	3	9.94%		
Very Common	117	4	4.29%		
Don't Know	532	5	19.52%		
Weighted Score: 2.30					
Total Responses	2726			20%	40%
				60%	80%
				100%	
Q15(l). Weapons possession					
Responses	Count	Assigned Weight	%	Percentage of total respondents	
Not at All Common	1696	1	62.06%		
Somewhat Common	288	2	10.54%		
Moderately Common	65	3	2.38%		
Very Common	11	4	0.40%		
Don't Know	673	5	24.62%		
Weighted Score: 2.15					
Total Responses	2733			20%	40%
				60%	80%
				100%	
Q15(m). Vandalism (including graffiti)					
Responses	Count	Assigned Weight	%	Percentage of total respondents	
Not at All Common	930	1	34.03%		
Somewhat Common	873	2	31.94%		
Moderately Common	374	3	13.68%		
Very Common	283	4	10.35%		
Don't Know	273	5	9.99%		
Weighted Score: 2.30					
Total Responses	2733			20%	40%
				60%	80%
				100%	
Q15(n). Theft					
Responses	Count	Assigned Weight	%	Percentage of total respondents	
Not at All Common	822	1	30.28%		
Somewhat Common	883	2	32.52%		
Moderately Common	385	3	14.18%		
Very Common	225	4	8.29%		
Don't Know	400	5	14.73%		

Weighted Score: 2.45							
Total Responses	2715		20%	40%	60%	80%	100%

Please indicate whether each statement is true or false:

Q16.

16.

(a).My school promotes Secret Witness.

Responses	Count	%	Percentage of total respondents				
TRUE	1469	53.53%					
FALSE	325	11.84%					
Don't Know	950	34.62%					
Total Responses	2744		20%	40%	60%	80%	100%

16.

(b).I know the locations of fire extinguishers in my school.

Responses	Count	%	Percentage of total respondents				
TRUE	2136	77.90%					
FALSE	373	13.60%					
Don't Know	233	8.50%					
Total Responses	2742		20%	40%	60%	80%	100%

16. (c).I know how to use a fire extinguisher.

Responses	Count	%	Percentage of total respondents				
TRUE	2079	76.52%					
FALSE	455	16.75%					
Don't Know	183	6.74%					
Total Responses	2717		20%	40%	60%	80%	100%

16.

(d).I know the locations of the emergency exits at my school.

Responses	Count	%	Percentage of total respondents				
TRUE	2676	97.77%					
FALSE	31	1.13%					
Don't Know	30	1.10%					
Total Responses	2737		20%	40%	60%	80%	100%

16.

(e).I know the lockdown procedures for code red and yellow at my school

Responses	Count	%	Percentage of total respondents				
TRUE	2675	97.56%					
FALSE	45	1.64%					
Don't Know	22	0.80%					
Total Responses	2742		20%	40%	60%	80%	100%

16.

(f).In the event of an emergency on school grounds I know what to do.

Responses	Count	%	Percentage of total respondents
TRUE	2622	95.62%	
FALSE	67	2.44%	
Don't Know	53	1.93%	
Total Responses	2742		

16.

(g).My school communicates with parents throughout the year about what they should do in the event of a school emergency.

Responses	Count	%	Percentage of total respondents
TRUE	1005	36.73%	
FALSE	330	12.06%	
Don't Know	1401	51.21%	
Total Responses	2736		

16.

(h).My school communicates with students throughout the year about what they should do in the event of a school emergency.

Responses	Count	%	Percentage of total respondents
TRUE	2294	83.81%	
FALSE	164	5.99%	
Don't Know	279	10.19%	
Total Responses	2737		

16.

(i).My school has a school safety planning team.

Responses	Count	%	Percentage of total respondents
TRUE	1682	61.57%	
FALSE	128	4.69%	
Don't Know	922	33.75%	
Total Responses	2732		

17.





(a).Students are represented on the school safety planning team.

Responses	Count	%	Percentage of total respondents
TRUE	197	11.62%	
FALSE	421	24.82%	
Don't Know	1078	63.56%	
Total Responses	1696		


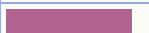

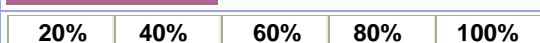
17.

(b).Parents are represented on the school safety planning team.

Responses	Count	%	Percentage of total respondents
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TRUE	253	14.99%	
FALSE	301	17.83%	
Don't Know	1134	67.18%	
Total Responses	1688		

Q18. Students are trained to be on the lookout for anything out of the ordinary (people, behavior, containers, broken air vents, vehicles, etc.)

Responses	Count	%	Percentage of total respondents
TRUE	962	35.19%	
FALSE	668	24.43%	
DON'T KNOW	1104	40.38%	
Total Responses	2734		

WCSD School Employee Climate Survey

Demographic Information

Please tell us a little about yourself.

1. What school do you primarily work at? (All of your responses will pertain to the school you select).

2. What is your primary paid position at this school?

(This item will be used to branch into appropriate surveys – teacher or staff version) To ensure confidentiality, responses will be broken by position in the district response aggregate – Responses will not be reported or shared with school personnel by position for individual schools.

- Teacher (*teacher items)
- Administrator (*teacher items)
- Counselor, Psychologist, other student support position (*teacher items)
- Teacher Assistant, Instructional Aide, Parent Involvement Facilitator (*teacher items)
- Nutrition Services Staff Member
- Custodial Staff Member
- Transportation Staff Member, Bus Driver
- School Nurse, Health Aide
- Librarian
- Secretarial or Clerical Classified Staff Member

Expectations of Success

How strongly do you agree or disagree with the following statements?

- 3a. Teachers and staff at my school listen to student ideas and opinions.**
- 3b. Teachers and staff at my school believe all students can learn.**
- 3c. Teachers and staff at my school care about every student.**
- 3d. Students at my school are capable of high achievement on standardized exams.**

Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
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A	B	C	D	E
A	B	C	D	E
A	B	C	D	E
A	B	C	D	E

Fairness and Respect

How strongly do you agree or disagree with the following statements?

- 4a. Teachers and staff respect students at my school.**
- 4b. Teachers and staff are professional when speaking of each other and/or administrators.**
- 4c. Students of different social backgrounds get along well at my school.**
- 4d. The rules and expectations about how students should behave at my school are fair.**
- 5. Teachers at my school give all students equal opportunity to participate in classroom discussions or activities.**

Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
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A	B	C	D	E
A	B	C	D	E
A	B	C	D	E
A	B	C	D	E
A	B	C	D	E

Home-School Relations

How strongly do you agree or disagree with the following statements?

- 6a. Teachers and staff at my school believe that parents are partners in the educational process.**

Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
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A	B	C	D	E
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6b. My school is welcoming to parents.	A	B	C	D	E	
7a. I have met most of my students' parents or guardians.	A	B	C	D	E	*
7b. My student's parents or guardians are involved in my students' learning.	A	B	C	D	E	*
7c. Teachers at my school communicate with parents often about their child's progress.	A	B	C	D	E	*

Instructional Focus

<i>How strongly do you agree or disagree with the following statements?</i>	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	
8. My school considers closing the racial/ethnic achievement gap a high priority.	A	B	C	D	E	
9a. My school emphasizes teaching lessons in ways that are relevant to students.	A	B	C	D	E	*
9b. Teachers at my school focus instruction on learning, not just remembering facts.	A	B	C	D	E	*
9c. Teachers at my school take responsibility for ensuring that all students master grade level objectives.	A	B	C	D	E	*
9d. Teachers at my school effectively differentiate instruction to meet the needs of all students, regardless of achievement.	A	B	C	D	E	*
9e. Teachers in this school communicate with each other to make student learning consistent across classes within the same grade level.	A	B	C	D	E	*
9f. Teachers in this school communicate with each other to make student learning consistent across grade levels.	A	B	C	D	E	*

Leadership, Working Conditions, and Teacher

Engagement

<i>How strongly do you agree or disagree with the following statements?</i>	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	
10a. There is a sense of teamwork among all school teachers and staff.	A	B	C	D	E	
10b. The school leadership makes a sustained effort to address teacher concerns.	A	B	C	D	E	
10c. Teachers and staff at my school are recognized and appreciated for good work.	A	B	C	D	E	
10d. I am clear about what my job is at this school.	A	B	C	D	E	
10e. I feel that others are clear about what my job is at this school.	A	B	C	D	E	
10f. I feel comfortable raising issues and concerns that are important to me at my school.	A	B	C	D	E	
10g. I feel supported by my administrator.	A	B	C	D	E	
11a. I have the materials and resources needed to adequately differentiate instruction.	A	B	C	D	E	*
11b. The school administration arranges for collaborative planning and decision making.	A	B	C	D	E	*
11c. My non-instructional duties <i>do not</i> interfere with my essential role of educating students.	A	B	C	D	E	*

Early Release Wednesdays

<i>How strongly do you agree or disagree with the following statements?</i>	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree	
12. How are you using the time provided on early release Wednesdays? (<i>This item requires open-ended for first administration. Discrete categories will be created for future administration based on the qualitative analysis of the current responses</i>)						*
13a. I am satisfied with the amount of time provided on early release Wednesdays.	A	B	C	D	E	*
13b. I apply the knowledge that I gain from participation in early release Wednesdays in my classroom practice.	A	B	C	D	E	*
13c. The time provided for early release Wednesdays is improving student achievement outcomes.	A	B	C	D	E	*
13d. The discussion focus of early release Wednesdays is consistent over time.	A	B	C	D	E	*

Safety, School Pride, and Physical Environment

<i>How strongly do you agree or disagree with the following statements?</i>	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
14a. I feel safe at my school.	A	B	C	D	E
14b. Students with special needs are well taken care of and their needs are addressed.	A	B	C	D	E
14c. Teachers and other staff are proud to work at this school.	A	B	C	D	E
14d. My school building is clean.	A	B	C	D	E
14e. I look forward to coming to my school every day.	A	B	C	D	E

Teacher and Staff Safety Survey

<i>How common are the following behaviors at this school?</i>	Not at All Common	Somewhat Common	Moderately Common	Very Common	Don't Know
15a. student alcohol use	A	B	C	D	DK
15b. student drug use	A	B	C	D	DK
15c. student tobacco use	A	B	C	D	DK
15d. harassment or bullying among students	A	B	C	D	DK
15e. physical fighting between students	A	B	C	D	DK
15f. disruptive student behavior	A	B	C	D	DK
15g. racial/ethnic conflict among students	A	B	C	D	DK
15h. student depression or other mental health	A	B	C	D	DK
15i. lack of respect of staff by students	A	B	C	D	DK
15j. cutting classes or being truant	A	B	C	D	DK
15k. gang-related activity	A	B	C	D	DK
15l. weapons possession	A	B	C	D	DK
15m. vandalism (including graffiti)	A	B	C	D	DK
15n. theft	A	B	C	D	DK

<i>Please indicate whether each statement is true or false:</i>	TRUE	FALSE	Don't Know
16a. My school promotes Secret Witness.	T	F	DK
16b. I know the locations of fire extinguishers in my school.	T	F	DK
16c. I know how to use a fire extinguisher.	T	F	DK
16d. I know the locations of the emergency exits at my school.	T	F	DK
16e. I know the lockdown procedures for code red and yellow at my school.	T	F	DK
16f. In the event of an emergency on school grounds I know what to do.	T	F	DK
16g. My school communicates with parents throughout the year about what they should do in the event of a school emergency.	T	F	DK
16h. My school communicates with students throughout the year about what they should do in the event of a school emergency.	T	F	DK
16i. My school has a school safety planning team. (If False, skip next question 18).	T	F	DK
17a. Students are represented on the school safety planning team.	T	F	DK
17b. Parents are represented on the school safety planning team.	T	F	DK
18. Students are trained to be on the lookout for anything out of the ordinary (people, behavior, containers, broken air vents, vehicles, etc.).	T	F	DK

Additional Demographic Information

Please tell us a little about yourself.

19. How many years have you worked, in any position, at this school?	Less than one year 1 to 2 years 3 to 5 years 6 to 10 years Over 10 years
20. How many years have you worked at a school, in any position?	Less than one year 1 to 2 years 3 to 5 years 6 to 10 years Over 10 years
21. Are you male or female?	Male Female
22. What is your race or ethnicity?	American Indian or Alaska Native Asian Black or African American Native Hawaiian or Pacific Islander White Hispanic or Latino origin Two or more races