

Educational Effectiveness Survey™



Diversity, Equity and Inclusion Module

Staff-Student-Family Comparison Longitudinal

Kamiak Elementary

Pullman Public Schools

	2021		2023	
Staff		Family	Staff	Family
N=34		N=38	N=36	N=31



Better Data. Better Decisions. Better Schools.



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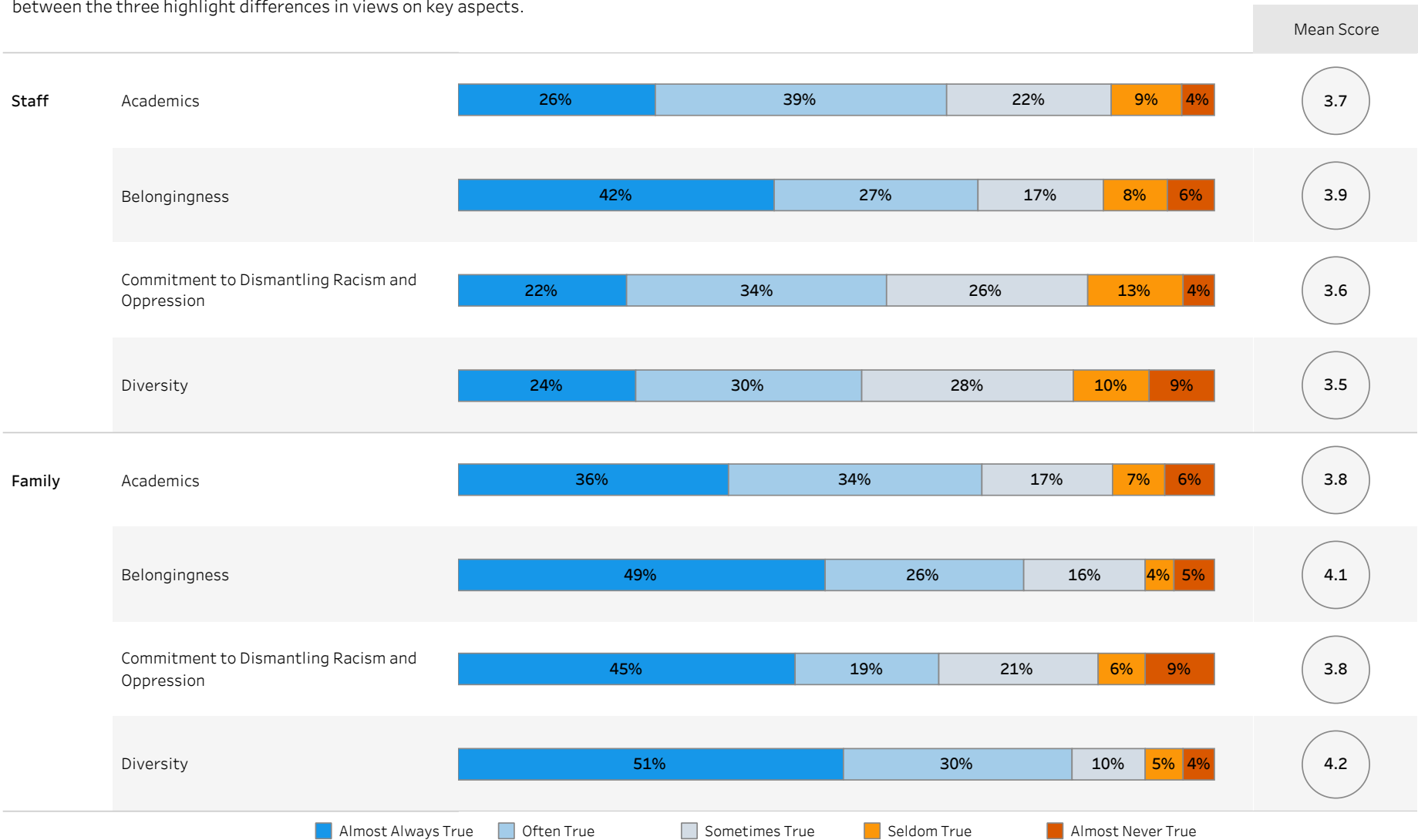


Better Data. Better Decisions. Better Schools.

Diversity, Equity and Inclusion Summary

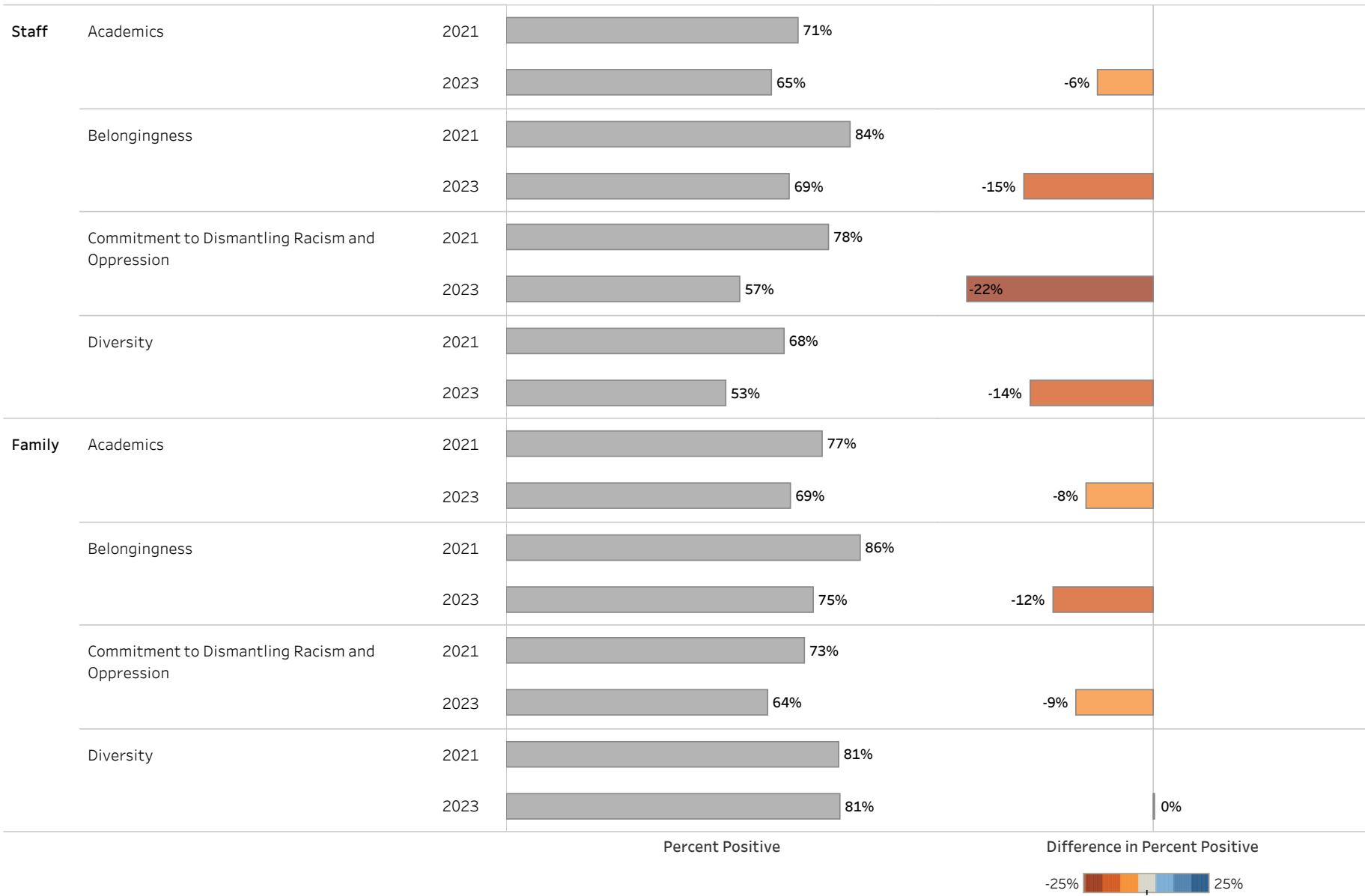
Kamiak Elementary

Equity and Inclusion is something that to occur must be embedded in the fabric of the organization. As such, it takes multiple perspective to create an accurate picture. In this unique report, each of the student, teacher, and parent responses are combined to provide just this global view of how well a school and/or district are navigating their path to more equitable practice. While the three surveys are combined into one report, common questions between the three highlight differences in views on key aspects.

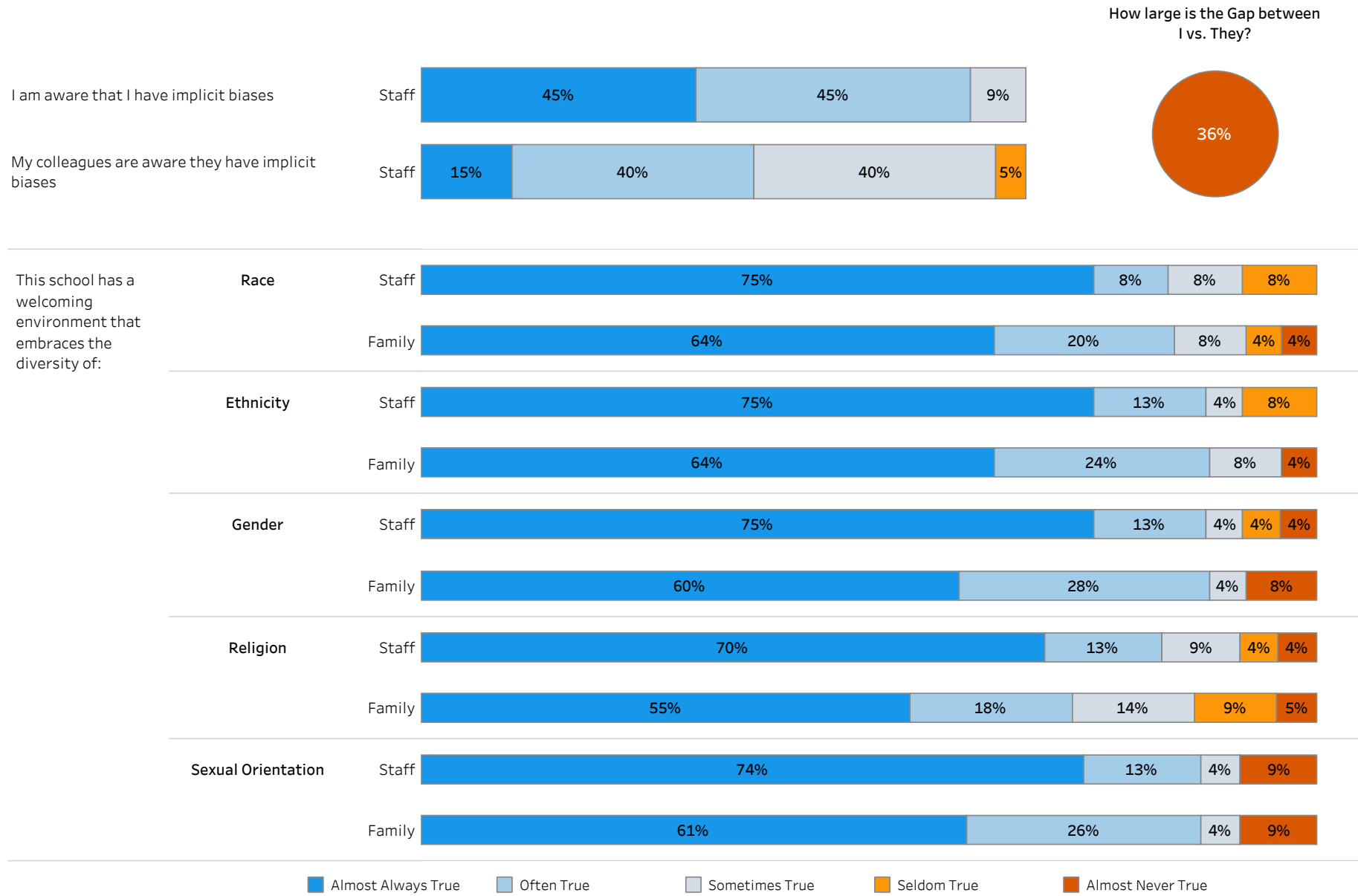


Diversity, Equity and Inclusion Summary LONGITUDINAL

Kamiak Elementary

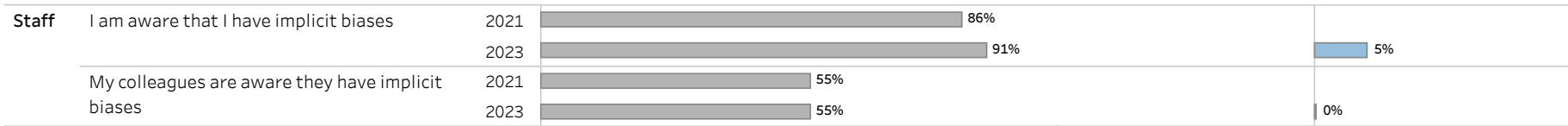


Diversity, Equity and Inclusion - I vs. They Perspectives

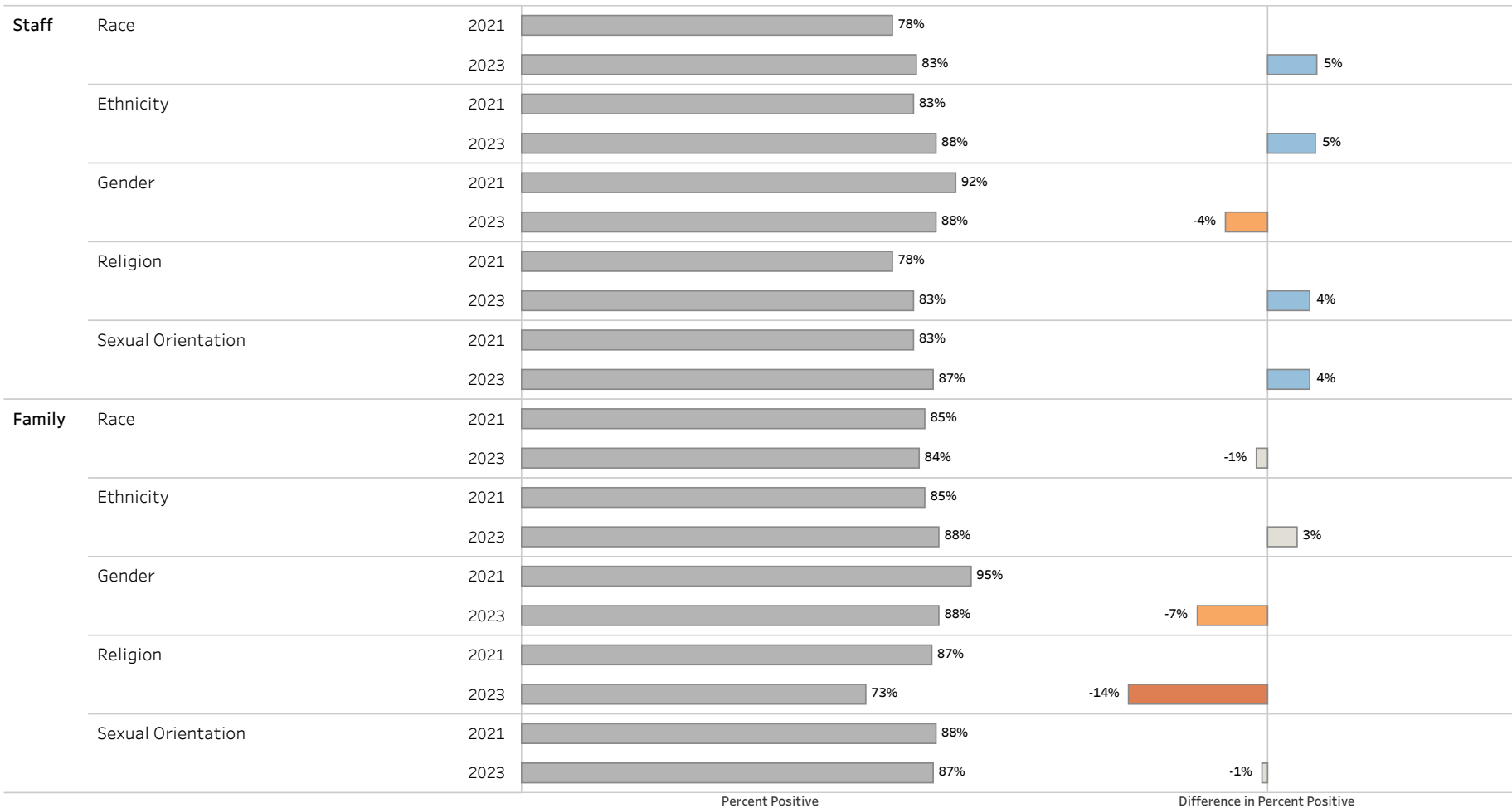


Diversity, Equity and Inclusion - I vs. They Perspectives

LONGITUDINAL



This school has a welcoming environment that embraces the diversity of:



Percent Positive

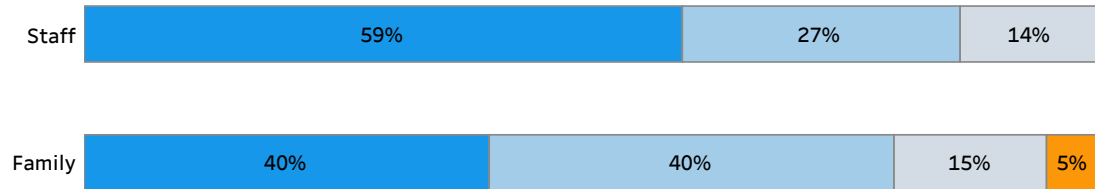
Difference in Percent Positive



Diversity, Equity and Inclusion Common Questions

Academics

The books and materials used in classrooms include positive representations of race, gender, and other marginalized people



Commitment to Dismantling Racism and Oppression

Student placement in advanced classes is not influenced by race, gender or socioeconomic levels

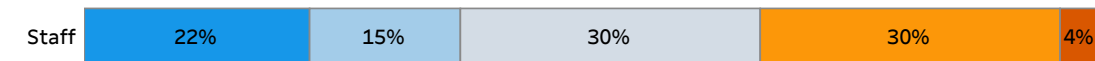


Academic placement is not influenced by race, gender or socioeconomic levels



Diversity

Our school community engages in difficult conversations about race, gender, oppression and discrimination



Our school engages in difficult conversations about race, gender, oppression and discrimination

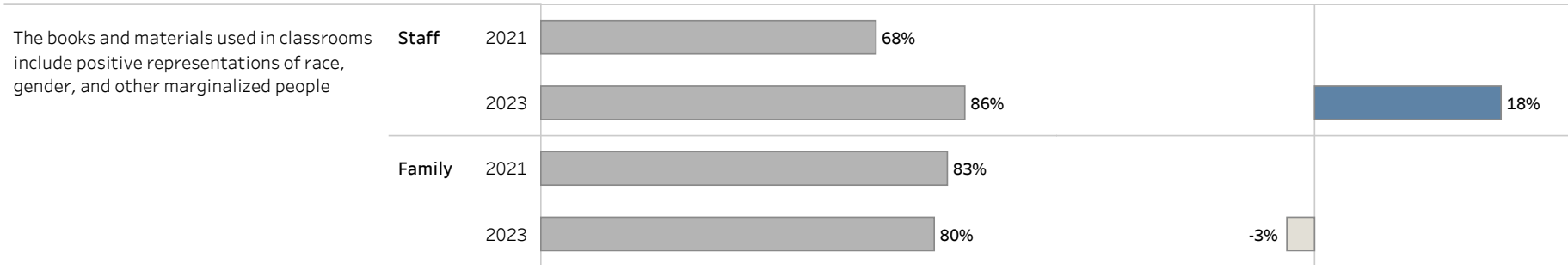


■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
 ■ Almost Never True

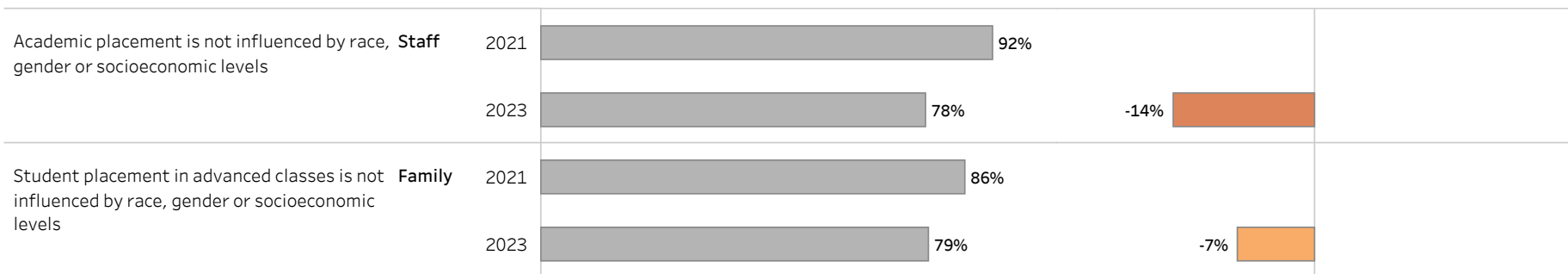
Diversity, Equity and Inclusion Common Questions

LONGITUDINAL

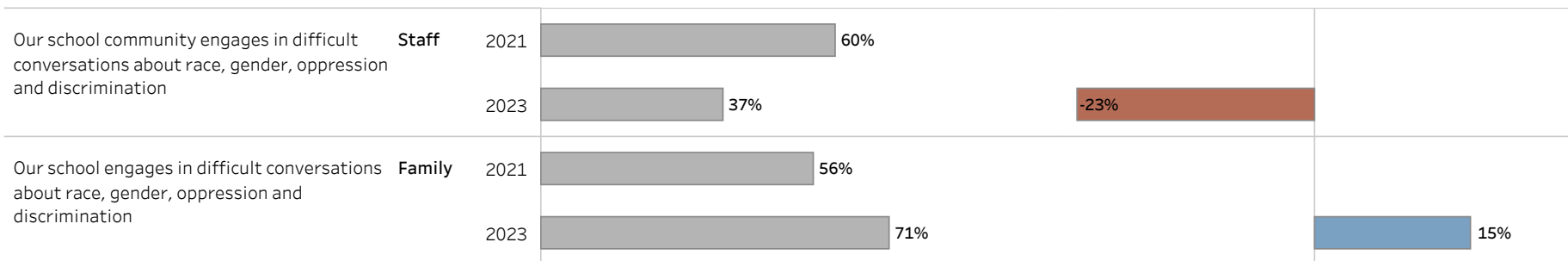
Academics



Commitment to Dismantling Racism and Oppression



Diversity



Percent Positive

Difference in Percent Positive



Belongingness

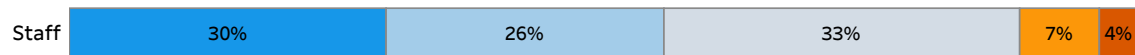
Our school uses non-exclusionary approaches to discipline (alternatives to suspension and expulsion)



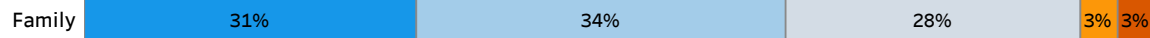
This school uses appropriate alternatives to suspension and expulsion for discipline



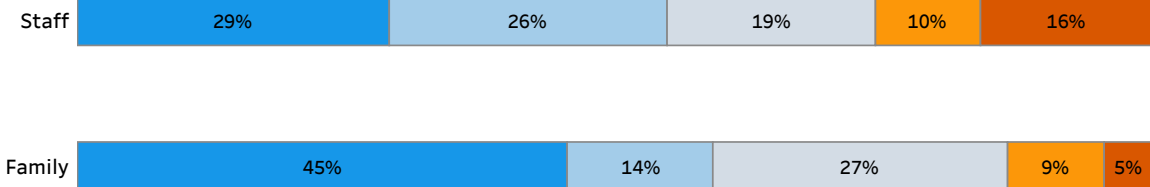
Staff enforce the bullying/harassment policy of this school



Bullying/harassment is not tolerated in this school



This school has effective equity practices for all

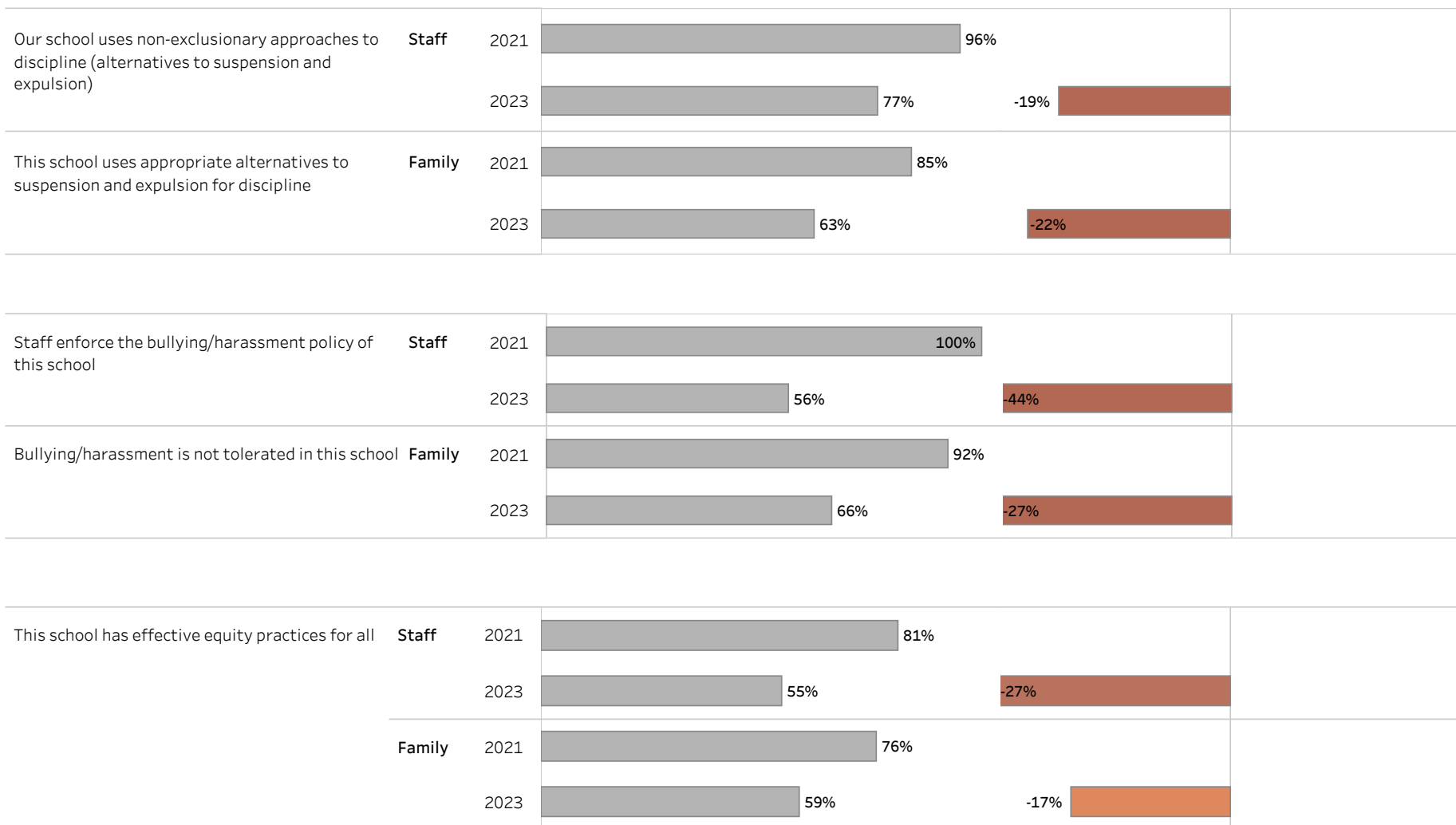


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Diversity, Equity and Inclusion Common Questions

LONGITUDINAL

Belongingness



Percent Positive

Difference in Percent Positive



Academics - Staff

Curriculum is rigorous, challenging and culturally relevant. It represents high expectations for all students, requiring critical thinking and problem solving. It is well supported to ensure all students have opportunities to achieve success at a high academic level. Content is asset-based and has pro-social representation from various racial, gender, and other marginalized subgroups.

The books and materials used in classrooms include positive representations of race, gender, and other marginalized people



Students are provided tasks that require higher-level thinking skills

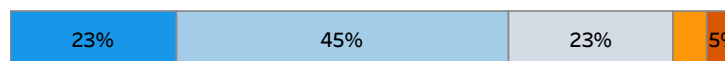


Instruction is personalized to meet the needs of each student

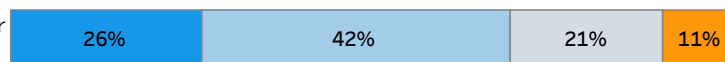


Instructional practices use an equity lens and effectively build on the interests, strengths and home cultures of the school's students and families. Culturally relevant pedagogy is infused into the content of literature, class projects, assignments, assessments events, field trips, ethnic studies courses, connections to families and communities, interventions and other resources.

Instructional practices incorporate the interests and strengths of the home cultures of the school's students and families



Teachers plan lessons utilizing a racial equity lens in order to engage historically underserved students



We are provided training to meet the needs of a diverse student population in our school



Rigorous academic preparation is accompanied by high levels of knowledge and skills, capitalizing on and connecting to students of all backgrounds. All students have access to rigorous courses and supports to ensure success for all.

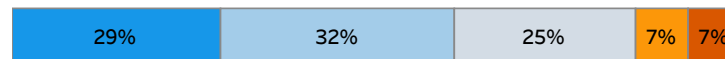
I consider my students' background when designing lessons



Staff I work with take responsibility for ensuring each student learns in our school



I believe that all students can meet state standards



Our staff believes that all students can meet state standards



■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
 ■ Almost Never True

Academics - Staff LONGITUDINAL

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Rigorous academic preparation is accompanied by high levels of knowledge and skills, capitalizing on and connecting to students of all backgrounds. All students have access to rigorous courses and supports to ensure success for all.

Instruction is personalized to meet the needs of each student	2021	62%	
	2023	52%	-10%
Students are provided tasks that require higher-level thinking skills	2021	88%	
	2023	65%	-23%
The books and materials used in classrooms include positive representations of race, gender, and other marginalized people	2021	68%	
	2023	86%	18%
Instructional practices incorporate the interests and strengths of the home cultures of the school's students and families	2021	75%	
	2023	68%	-7%
Teachers plan lessons utilizing a racial equity lens in order to engage historically underserved students	2021	53%	
	2023	68%	16%
We are provided training to meet the needs of a diverse student population in our school	2021	52%	
	2023	45%	-7%
I believe that all students can meet state standards	2021	65%	
	2023	61%	
I consider my students' background when designing lessons	2021	78%	
	2023	91%	13%
Our staff believes that all students can meet state standards	2021	68%	
	2023	45%	
Staff I work with take responsibility for ensuring each student learns in our school	2021	96%	
	2023	77%	

Percent Positive

Difference in Percent Positive



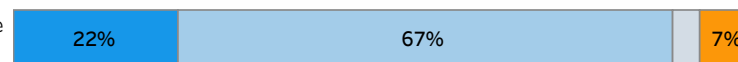
Belongingness - Staff

A safe, welcoming school environment that embraces the diversity of race, ethnicity and religion, gender and sexual orientations among students and staff members distinguishes the school. Effective strategies for managing diversity are robust and functioning effectively.

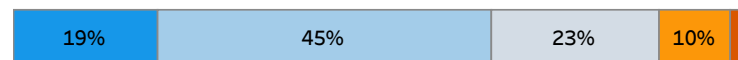
Staff at this school value and respect all students



Students believe the adults in this school genuinely care about them



Students believe this school is a safe place

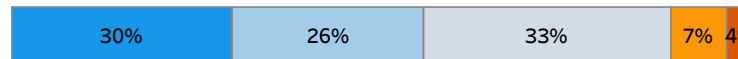


Clear and effective policies, systems, structures and procedures supporting equity are in place and equitably enacted, such as democratic decision-making and non-exclusionary approaches to discipline. The school has an active and successful plan to help students learn positive social behaviors. There is evidence that the school has reduced instances of bullying, harassment and discrimination.

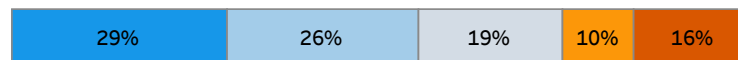
Our school uses non-exclusionary approaches to discipline (alternatives to suspension and expulsion)



Staff enforce the bullying/harassment policy of this school



This school has effective equity practices for all



Our district has a social emotional framework (standards)



I receive training on instruction to support social emotional learning

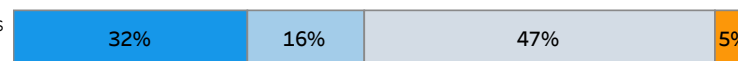


Students feel they have a voice and are beginning to take responsible ownership of their learning. They take an active role in co-creating an anti-bias culture and dismantling racism. They learn resilience and empathy while feeling a strong sense of belonging. Diverse representation of students, parents and community members are key participants and collaborators in school decision-making and shaping the culture.

My principal collaborates with people and organizations outside this school to support teachers and students



This school includes students when addressing all forms of bias



A diverse representation of parents and community members are involved in school decision-making



■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
 ■ Almost Never True

Belongingness - Staff LONGITUDINAL

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Staff at this school value and respect all students	2021	96%	
	2023	85%	-11%
Students believe the adults in this school genuinely care about them	2021	100%	
	2023	89%	-11%
Students believe this school is a safe place	2021	88%	
	2023	65%	-24%
I receive training on instruction to support social emotional learning	2021	46%	
	2023	41%	-5%
Our district has a social emotional framework (standards)	2021	70%	
	2023	41%	-29%
Our school uses non-exclusionary approaches to discipline (alternatives to suspension and expulsion)	2021	96%	
	2023	77%	-19%
Staff enforce the bullying/harassment policy of this school	2021	100%	
	2023	56%	-44%
This school has effective equity practices for all	2021	81%	
	2023	55%	-27%
A diverse representation of parents and community members are involved in school decision-making	2021	63%	
	2023	43%	-20%
My principal collaborates with people and organizations outside this school to support teachers and students	2021	88%	
	2023	73%	-14%
This school includes students when addressing all forms of bias	2021	90%	
	2023	47%	-43%

Percent Positive

Difference in Percent Positive



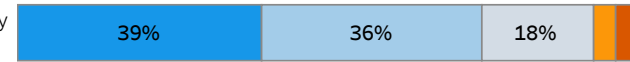
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Commitment to Dismantling Racism and Oppression - Staff

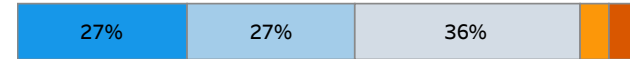
Kamiak Elementary

Learning opportunities involve a varied and high quality curriculum (including social-emotional development) with substantial enrichment experiences. There is particular attention on reducing disparities in learning (racial, gender, etc.) created by tracking and ability grouping. There is intentional planning regarding managing structural and cultural shifts as well as changes at the systemic level.

I incorporate social emotional instruction into my daily instructional delivery



This school provides curriculum that is relevant and meaningful



Learning opportunities include enrichment experiences for all students

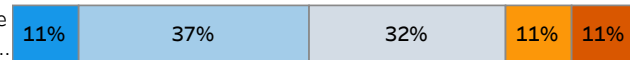


Academic placement is not predictable by race, gender or socio-economic levels; ability grouping is limited and used strategically to avoid tracking defined as intentional segregation based upon current performance, race or other criteria. High levels of inclusion in the most rigorous courses exists for low SES students, students with disability and students of color. Access and support exists for those wishing to be in the most rigorous courses and opportunities.

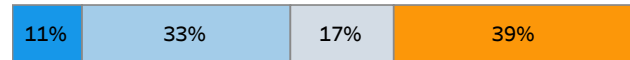
Academic placement is not influenced by race, gender or socioeconomic levels



A proportional amount of students of color, low income and students with disabilities are included in the most..



Supports are provided allowing all students to access more rigorous courses and content



Data are used to analyze, plan and change structures and systems that support racial inequities and learning outcomes. Data is used to analyze and respond to trends in targeted areas such as staffing, community engagement, staff development, student assignment, course enrollment, discipline as well as college & career planning and enrollment. Interventions on learning conditions limit disproportionality.

Our school responds to disproportionality data to improve equity

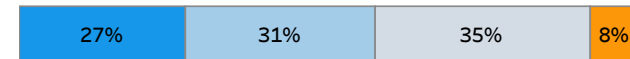


Our school has specific goals around reducing disproportionalities

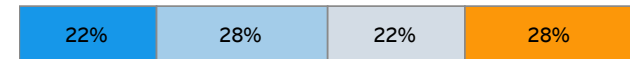


Community engagement and partnerships are an active representation of equity concerns and the valuing of diversity in the community. The school participates in community projects and draws on diverse community assets. Parents and community groups are engaged in courageous conversations about race, class, expectations, and the role of education in the community. Plans are co-created and action items are monitored for implementation and effectiveness.

This school encourages parent involvement in their child's learning



The school partners with diverse community assets



With important decisions we seek input from parents and the community



■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
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Commitment to Dismantling Racism and Oppression - Staff

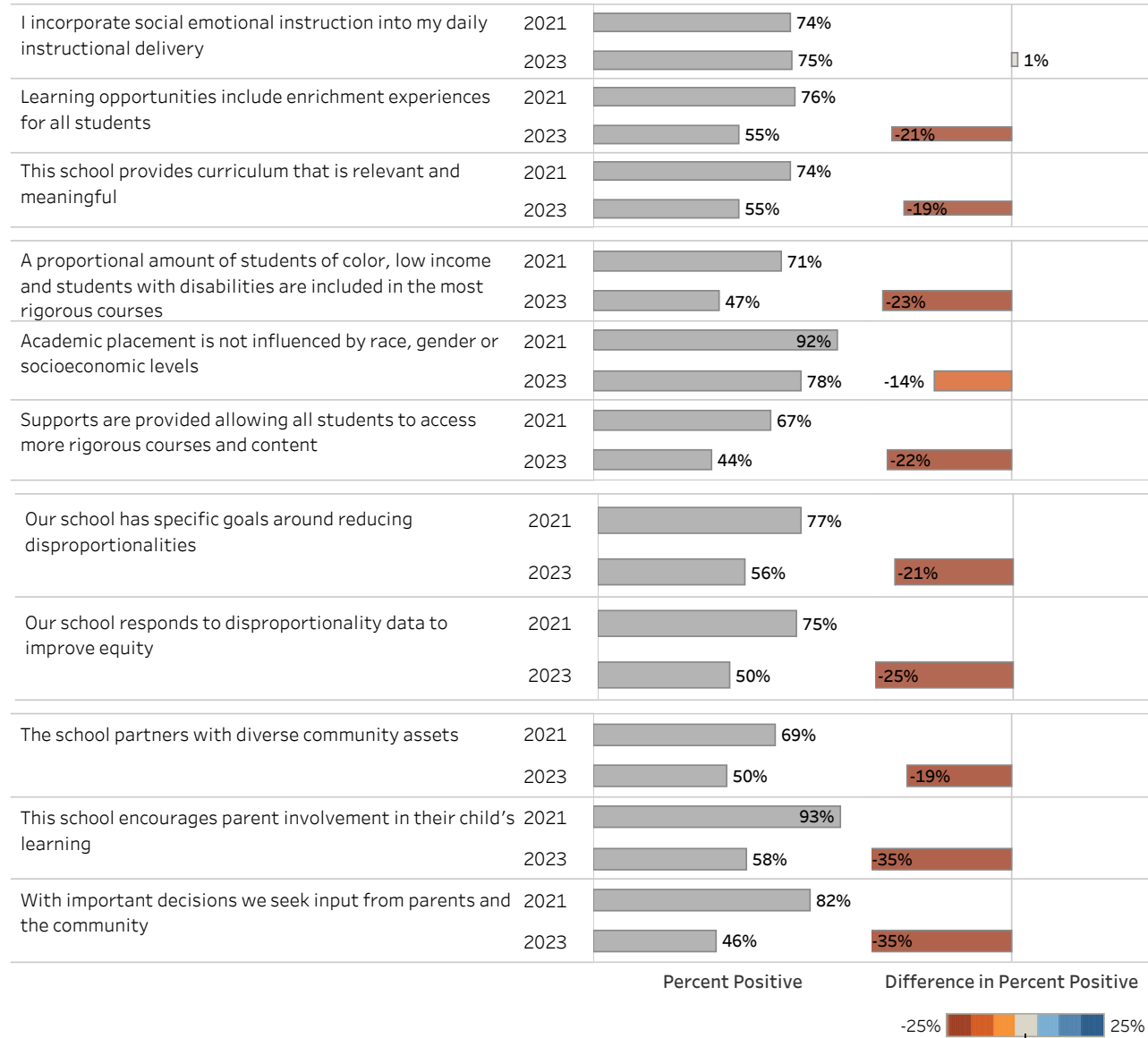
LONGITUDINAL

Learning opportunities involve a varied and high quality curriculum (including social-emotional development) with substantial enrichment experiences. There is particular attention on reducing disparities in learning (racial, gender, etc.) created by tracking and ability grouping. There is intentional planning regarding managing structural and cultural shifts as well as changes at the systemic level.

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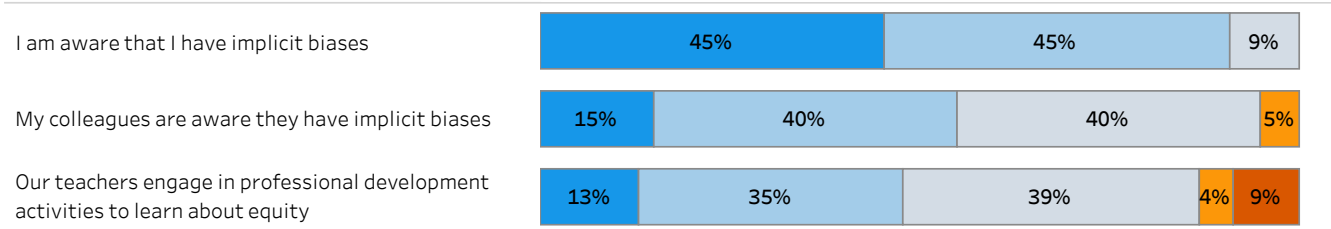
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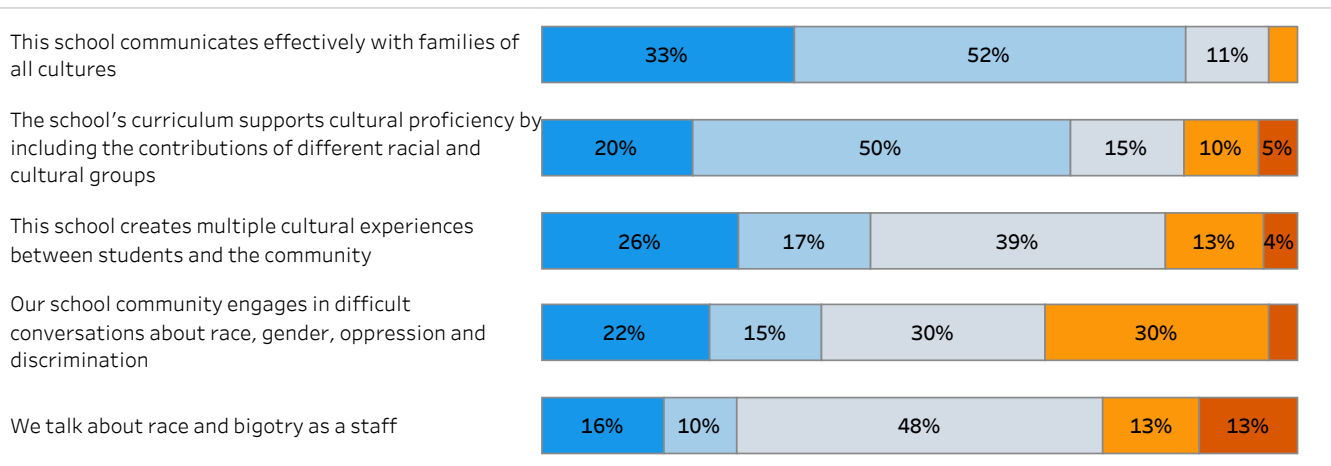


Diversity - Staff

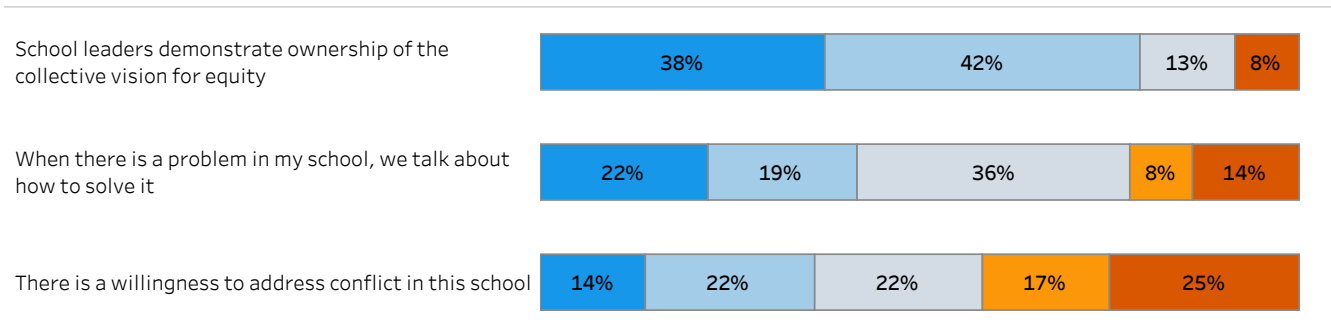
Self-awareness is encouraged as all members of the community are supported in knowing their personal equity journey and being aware of their own cultural history. There is strategic planning and actions taken regarding personal growth/development of all school and community stakeholders.



Cultural proficiency of all stakeholders is developed and monitored. There is an appreciation of different cultures and connections to families of different backgrounds. Appreciation of differences are modeled by leaders, teachers, and students who embrace difficult conversations about race, gender, economics, oppression and discrimination with a clear understanding of their own biases. The curriculum supports the development of cultural proficiency through exploration of the contributions of different racial and cultural groups in history and society as well as addressing bigotry and racism. Multiple, positive cross-cultural contacts between students, staff and community members are facilitated in and out of school.



Leaders build trust by demonstrating congruence and ownership of the collective vision for equity, active interventions designed to emphasize equity and, holding the school community accountable to its commitments. Leaders create partnerships that facilitate bridges across differences. Difference is dealt with effectively using multiple perspectives/approaches in terms of how power and resources are distributed; how decisions are made and implemented; and, how conflict is resolved.



■ Almost Always True
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Diversity - Staff LONGITUDINAL

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I am aware that I have implicit biases	2021	86%	
	2023	91%	5%
My colleagues are aware they have implicit biases	2021	55%	
	2023	55%	0%
Our teachers engage in professional development activities to learn about equity	2021	84%	
	2023	48%	-36%
Our school community engages in difficult conversations about race, gender, oppression and discrimination	2021	60%	
	2023	37%	-23%
The school's curriculum supports cultural proficiency by including the contributions of different racial and cultural groups	2021	55%	
	2023	70%	15%
This school communicates effectively with families of all cultures	2021	84%	
	2023	85%	1%
This school creates multiple cultural experiences between students and the community	2021	37%	
	2023	43%	7%
We talk about race and bigotry as a staff	2021	52%	
	2023	26%	-26%
School leaders demonstrate ownership of the collective vision for equity	2021	80%	
	2023	79%	-1%
There is a willingness to address conflict in this school	2021	65%	
	2023	36%	-29%
When there is a problem in my school, we talk about how to solve it	2021	76%	
	2023	42%	-35%

Percent Positive

Difference in Percent Positive



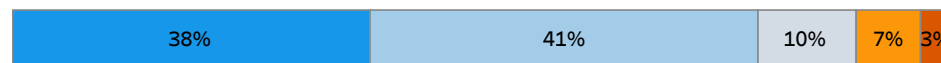
Academics - Family

Curriculum is rigorous, challenging and culturally relevant. It represents high expectations for all students, requiring critical thinking and problem solving. It is well supported to ensure all students have opportunities to achieve success at a high academic level. Content is asset-based and has pro-social representation from various racial, gender, and other marginalized subgroups.

The books and materials used in classrooms include positive representations of race, gender, and other marginalized people



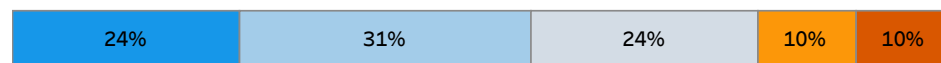
This school is doing a good job of preparing my student for a successful future



Teachers have high expectations for student learning at this school



My student is challenged with a rigorous course of study at this school

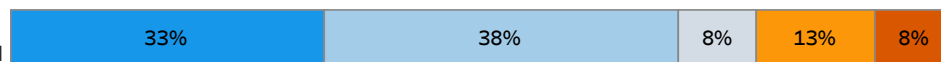


Instructional practices use an equity lens and effectively build on the interests, strengths and home cultures of the school's students and families. Culturally relevant pedagogy is infused into the content of literature, class projects, assignments, assessments events, field trips, ethnic studies courses, connections to families and communities, interventions and other resources.

Teachers in this school are dedicated to helping all students succeed



Our family's culture is reflected in what my student studies at school



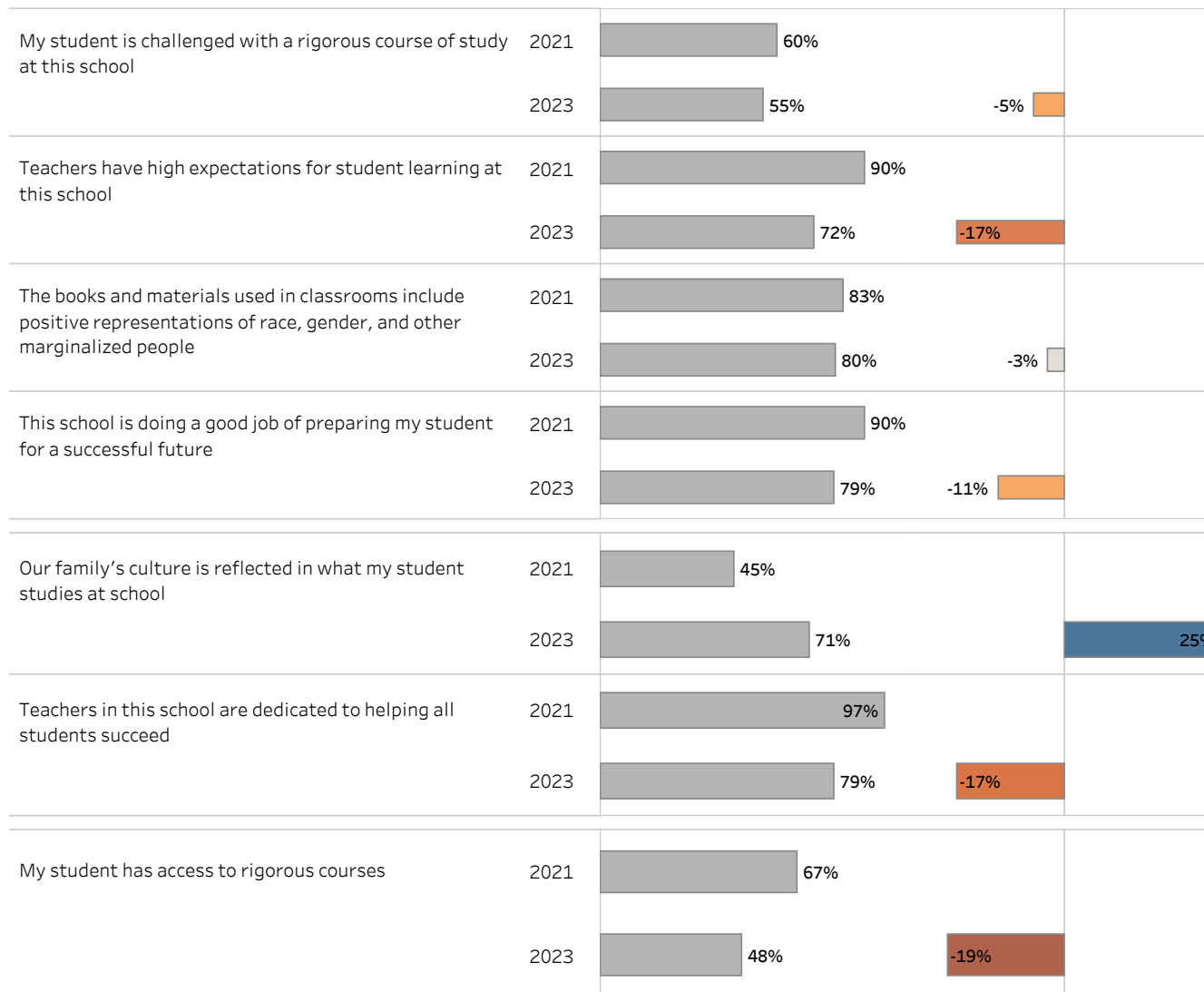
Rigorous academic preparation is accompanied by high levels of knowledge and skills, capitalizing on and connecting to students of all backgrounds. All students have access to rigorous courses and supports to ensure success for all.

My student has access to rigorous courses



Academics - Family LONGITUDINAL

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Instructional practices use an equity lens and effectively build on the interests, strengths and home cultures of the school's students and families. Culturally relevant pedagogy is infused into the content of literature, class projects, assignments, assessments events, field trips, ethnic studies courses, connections to families and communities, interventions and other resources.

Rigorous academic preparation is accompanied by high levels of knowledge and skills, capitalizing on and connecting to students of all backgrounds. All students have access to rigorous courses and supports to ensure success for all.

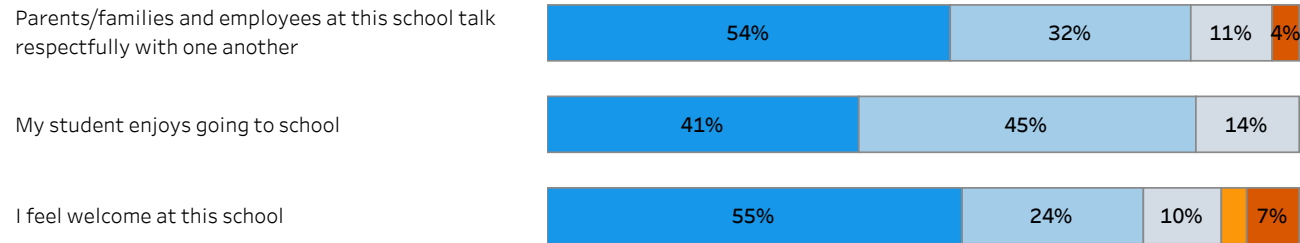
Percent Positive

Difference in Percent Positive

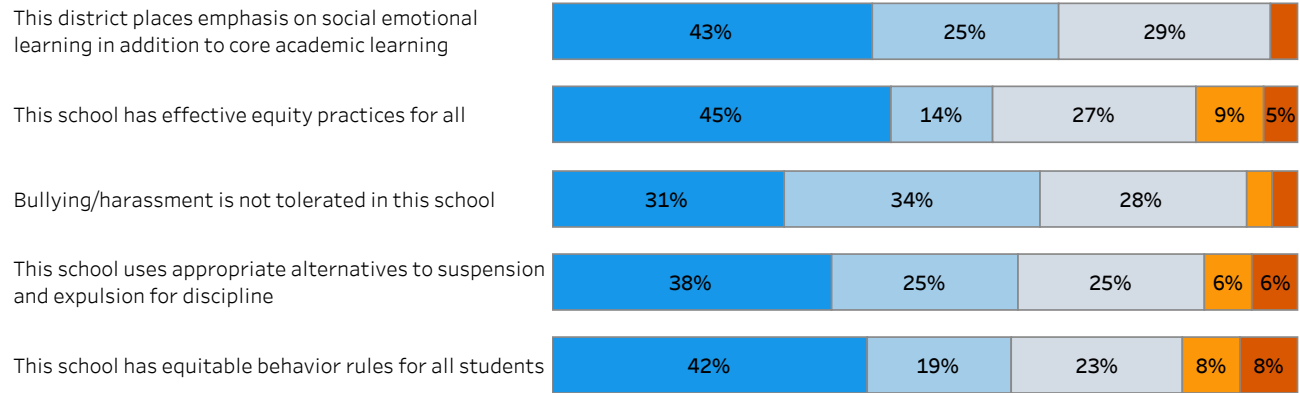


Belongingness - Family

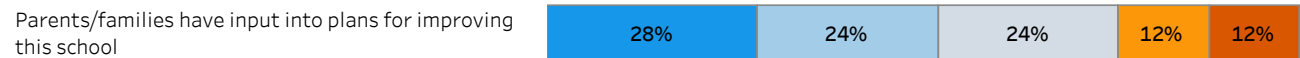
A safe, welcoming school environment that embraces the diversity of race, ethnicity and religion, gender and sexual orientations among students and staff members distinguishes the school. Effective strategies for managing diversity are robust and functioning effectively.



Clear and effective policies, systems, structures and procedures supporting equity are in place and equitably enacted, such as democratic decision-making and non-exclusionary approaches to discipline. The school has an active and successful plan to help students learn positive social behaviors. There is evidence that the school has reduced instances of bullying, harassment and discrimination.



Students feel they have a voice and are beginning to take responsible ownership of their learning. They take an active role in co-creating an anti-bias culture and dismantling racism. They learn resilience and empathy while feeling a strong sense of belonging. Diverse representation of students, parents and community members are key participants and collaborators in school decision-making and shaping the culture.



■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
 ■ Almost Never True

Belongingness - Family LONGITUDINAL

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I feel welcome at this school	2021	83%	
	2023	79%	-4%
My student enjoys going to school	2021	94%	
	2023	86%	-7%
Parents/families and employees at this school talk respectfully with one another	2021	93%	
	2023	86%	-7%
Bullying/harassment is not tolerated in this school	2021	92%	
	2023	66%	-27%
This district places emphasis on social emotional learning in addition to core academic learning	2021	81%	
	2023	68%	-14%
This school has effective equity practices for all	2021	76%	
	2023	59%	-17%
This school has equitable behavior rules for all students	2021	81%	
	2023	62%	-19%
This school uses appropriate alternatives to suspension and expulsion for discipline	2021	85%	
	2023	63%	-22%
Parents/families have input into plans for improving this school	2021	79%	
	2023	52%	-27%

Percent Positive

Difference in Percent Positive



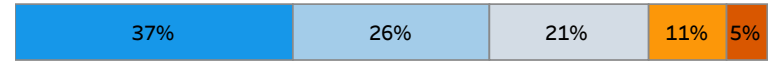
Commitment to Dismantling Racism and Oppression - Family

Academic placement is not predictable by race, gender or socio-economic levels; ability grouping is limited and used strategically to avoid tracking defined as intentional segregation based upon current performance, race or other criteria. High levels of inclusion in the most rigorous courses exists for low SES students, students with disability and students of color. Access and support exists for those wishing to be in the most rigorous courses and opportunities.

Student placement in advanced classes is not influenced by race, gender or socioeconomic levels



Supports are provided to ensure my student's course options are not limited



Data are used to analyze, plan and change structures and systems that support racial inequities and learning outcomes. Data is used to analyze and respond to trends in targeted areas such as staffing, community engagement, staff development, student assignment, course enrollment, discipline as well as college & career planning and enrollment. Interventions on learning conditions limit disproportionality.

My school shares information on how they are reducing racial, cultural, and gender inequities

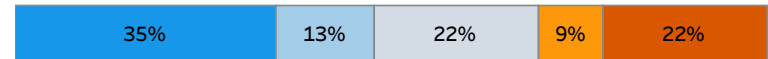


Community engagement and partnerships are an active representation of equity concerns and the valuing of diversity in the community. The school participates in community projects and draws on diverse community assets. Parents and community groups are engaged in courageous conversations about race, class, expectations, and the role of education in the community. Plans are co-created and action items are monitored for implementation and effectiveness.

This school respects the different cultures represented in our community



This school includes parents and the community in conversations about race, culture, and gender equity



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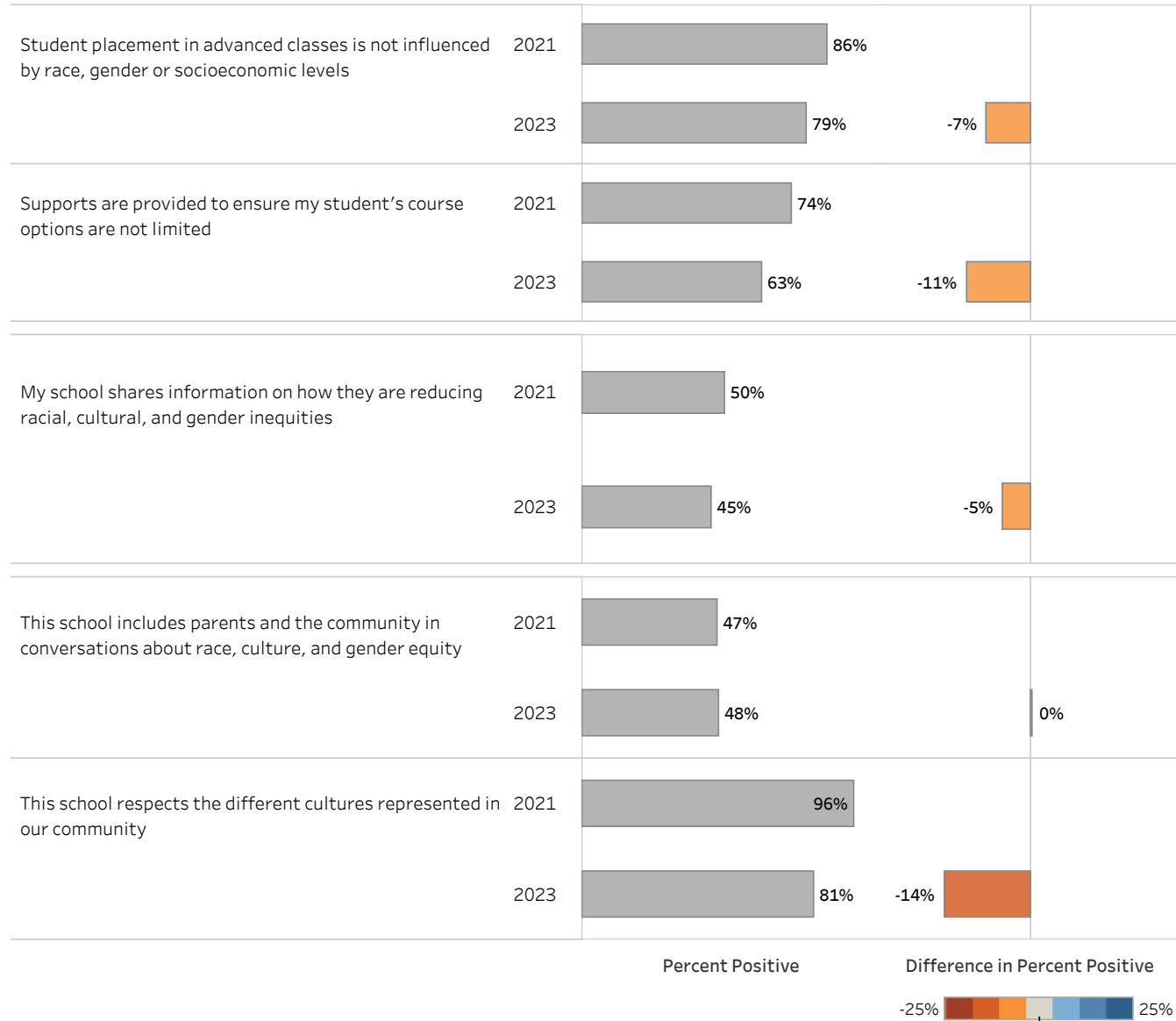
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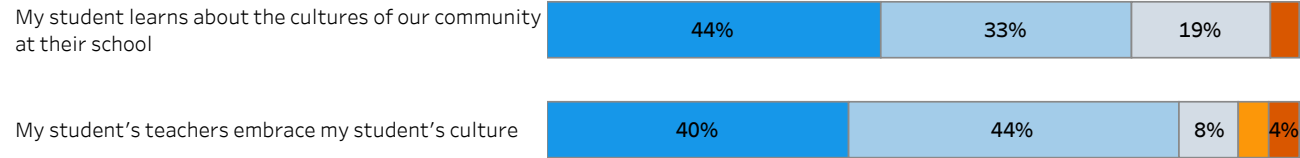
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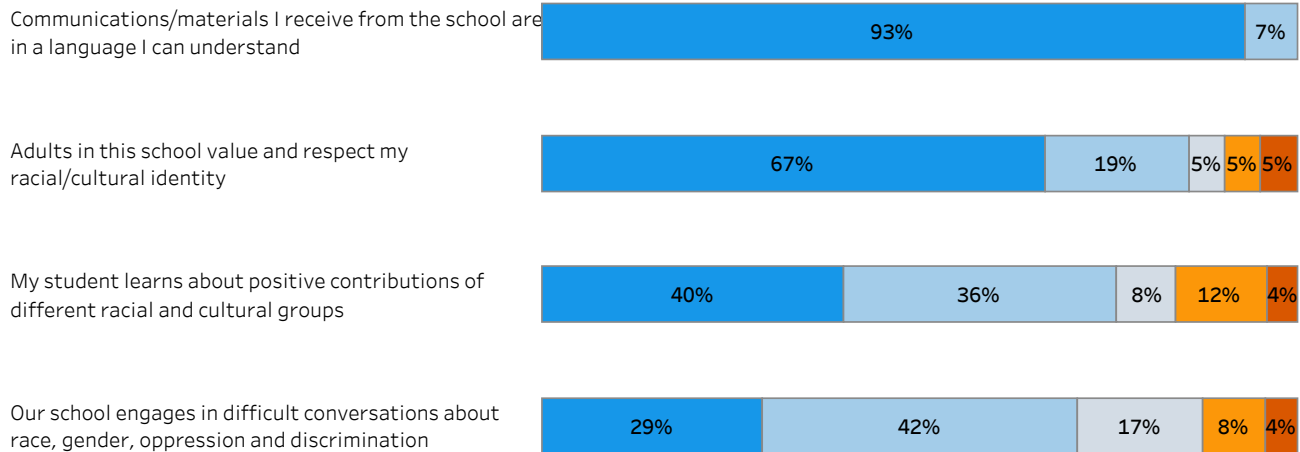


Diversity - Family

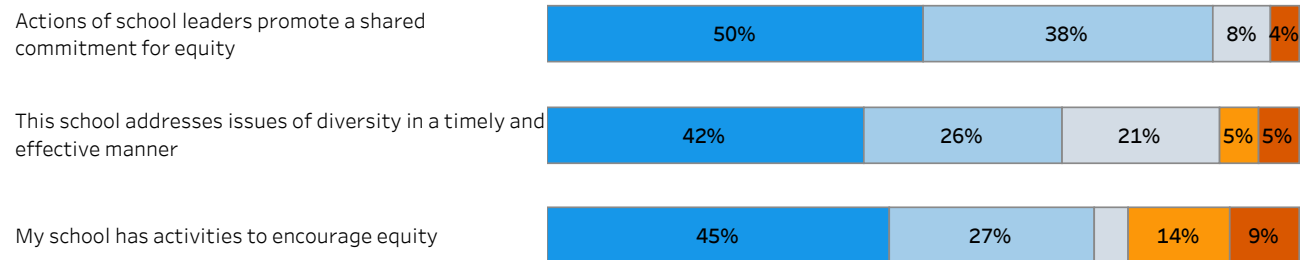
Self-awareness is encouraged as all members of the community are supported in knowing their personal equity journey and being aware of their own cultural history. There is strategic planning and actions taken regarding personal growth/development of all school and community stakeholders.



Cultural proficiency of all stakeholders is developed and monitored. There is an appreciation of different cultures and connections to families of different backgrounds. Appreciation of differences are modeled by leaders, teachers, and students who embrace difficult conversations about race, gender, economics, oppression and discrimination with a clear understanding of their own biases. The curriculum supports the development of cultural proficiency through exploration of the contributions of different racial and cultural groups in history and society as well as addressing bigotry and racism. Multiple, positive cross-cultural contacts between students, staff and community members are facilitated in and out of school.



Leaders build trust by demonstrating congruence and ownership of the collective vision for equity, active interventions designed to emphasize equity and, holding the school community accountable to its commitments. Leaders create partnerships that facilitate bridges across differences. Difference is dealt with effectively using multiple perspectives/approaches in terms of how power and resources are distributed; how decisions are made and implemented; and, how conflict is resolved.



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