

Survey Title: Culture of Respect Survey

Report Type: Bar Graph

Language: All

Start Date:09-Mar-2011

End Date:31-Aug-2013

Invitations Sent:4073

Delivered:4073






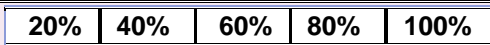
Bounced: 0







Completed Responses:4073

Response Rate:100.00%

Incomplete Responses:0

Incomplete responses included in this report:0

| Q1. What is your position? | | | |
|---|-------------|--------|--|
| Responses | Count | % | Percentage of total respondents |
| Administrator | 234 | 5.75% |  |
| Classified/School Police | 901 | 22.12% |  |
| Certified (teacher, counselor, librarian, etc.) | 2804 | 68.84% |  |
| Professional-Technical | 96 | 2.36% |  |
| (Did not answer) | 38 | 0.93% |  |
| Total Responses | 4073 | |  |

| Q2. What is your work location? | | | |
|---------------------------------|-------|-------|---|
| Responses | Count | % | Percentage of total respondents |
| 21ST CENTURY COMMUNITY LEARN C | 6 | 0.15% |  |
| AB268 | 0 | 0% | |
| AB964-FIRST GRADE | 0 | 0% | |
| ACAD OF ARTS CAREERS AND TECH | 32 | 0.79% |  |
| ACADEMIC OLYMPICS | 0 | 0% | |
| ADMINISTRATIVE BUILDING | 69 | 1.69% |  |
| ADMINISTRATIVE INVESTIGATORS | 1 | 0.02% |  |
| ALLEN ELEMENTARY SCHOOL | 32 | 0.79% |  |
| ALTERNATIVE ED & BEHAVIORAL PR | 2 | 0.05% |  |
| AMERICA'S PRIDE | 0 | 0% | |
| ANCILLARY SERVICE CENTER | 0 | 0% | |

| | | | |
|--------------------------------|----|-------|---|
| ANDERSON ELEMENTARY SCHOOL | 39 | 0.96% | █ |
| AQUATICS | 0 | 0% | |
| ASSESSMENT | 0 | 0% | |
| ASSIST SUPERINTENDENT AREA-2 | 0 | 0% | |
| ASSIST SUPERINTENDENT AREA-4 | 0 | 0% | |
| BEASLEY ELEMENTARY SCHOOL | 39 | 0.96% | █ |
| BECK ELEMENTARY SCHOOL | 36 | 0.88% | █ |
| BENNETT ELEMENTARY SCHOOL | 40 | 0.98% | █ |
| BILLINGHURST MIDDLE SCHOOL | 52 | 1.28% | █ |
| BOARD OF TRUSTEES | 0 | 0% | |
| BOOTH ELEMENTARY SCHOOL | 27 | 0.66% | █ |
| BROWN ELEMENTARY SCHOOL | 15 | 0.37% | █ |
| BUSINESS OFFICE | 6 | 0.15% | █ |
| CANNAN ELEMENTARY SCHOOL | 23 | 0.56% | █ |
| CAREER & TECHNICAL EDUCATION | 4 | 0.10% | █ |
| CARPENTER SHOP | 2 | 0.05% | █ |
| CAUGHLIN RANCH ELEMENTARY | 24 | 0.59% | █ |
| CHIEF ACADEMIC OFFICER | 1 | 0.02% | █ |
| CHIEF OPERATING OFFICER | 0 | 0% | |
| CHIEF SCHOOL PERF OFFICER | 0 | 0% | |
| CHILD & FAMILY SERVICES | 5 | 0.12% | █ |
| CHILD CARE APPRENTICESHIP PRGM | 0 | 0% | |
| CHILDREN'S BEHAVIORAL SERVICES | 0 | 0% | |
| CLAYTON MIDDLE SCHOOL | 34 | 0.83% | █ |
| COLD SPRINGS MIDDLE | 42 | 1.03% | █ |
| COMMUNICATIONS OFFICE | 4 | 0.10% | █ |
| COMMUNITY EDUCATION | 0 | 0% | |
| CONTINUOUS SYS IMPROVEMENT | 0 | 0% | |
| CORBETT ELEMENTARY SCHOOL | 30 | 0.74% | █ |
| CORE CURRICULUM | 0 | 0% | |
| COUNSELING SERVICES | 3 | 0.07% | █ |
| COW BUS | 0 | 0% | |
| DAMONTE RANCH HIGH SCHOOL | 74 | 1.82% | █ |
| DAY TREATMENT - ELEMENTARY | 2 | 0.05% | █ |
| DAY TREATMENT - SECONDARY | 1 | 0.02% | █ |
| DEPOALI MIDDLE | 46 | 1.13% | █ |
| DEPUTY SUPERINTENDENT | 0 | 0% | |

| | | | |
|--------------------------------|----|-------|---|
| DESERT HEIGHTS ELEMENTARY | 26 | 0.64% | █ |
| DESERT HEIGHTS FAMILY CENTER | 0 | 0% | |
| DESERT HEIGHTS FAMILY RESOURCE | 0 | 0% | |
| DIEDRICHSEN ELEMENTARY SCHOOL | 27 | 0.66% | █ |
| DILWORTH MIDDLE SCHOOL | 35 | 0.86% | █ |
| DIVERSITY | 0 | 0% | |
| DODSON ELEMENTARY SCHOOL | 33 | 0.81% | █ |
| DONNER SPRINGS ELEMENTARY | 23 | 0.56% | █ |
| DOUBLE DIAMOND ELEMENTARY | 34 | 0.83% | █ |
| DRAKE ELEMENTARY SCHOOL | 15 | 0.37% | █ |
| DUNCAN ELEMENTARY SCHOOL | 22 | 0.54% | █ |
| DUNN ELEMENTARY SCHOOL | 29 | 0.71% | █ |
| EARLY CHILDHOOD EDUC PROGRAM | 12 | 0.29% | █ |
| EDISON JOINT USE FACILITY | 32 | 0.79% | █ |
| EDUCATION ALLIANCE | 3 | 0.07% | █ |
| EDUCATION COLLABORATIVE | 0 | 0% | |
| EDUCATION TECHNOLOGY | 1 | 0.02% | █ |
| ELMCREST ELEMENTARY SCHOOL | 23 | 0.56% | █ |
| ENGLISH AS A SECOND LANGUAGE | 8 | 0.20% | █ |
| EQUIPMENT REPAIR | 0 | 0% | |
| EXCEL CHRISTIAN PRIVATE SCH | 1 | 0.02% | █ |
| FAMILY RESOURCE CENTERS | 3 | 0.07% | █ |
| FED STC CLOSE OUT FY02 | 0 | 0% | |
| G.A. HARE OCCUPATIONAL CENTER | 4 | 0.10% | █ |
| GALENA HIGH SCHOOL | 65 | 1.60% | █ |
| GENERAL COUNSEL | 1 | 0.02% | █ |
| GERLACH HIGH SCHOOL | 11 | 0.27% | █ |
| GETTO TRANSPORTATION | 10 | 0.25% | █ |
| GIFTED & TALENTED | 9 | 0.22% | █ |
| GLEN DUNCAN FAMILY FOCUS CTR | 0 | 0% | |
| GOMES ELEMENTARY SCHOOL | 31 | 0.76% | █ |
| GOMM ELEMENTARY SCHOOL | 27 | 0.66% | █ |
| GOVERNMENT AFFAIRS | 0 | 0% | |
| GRANT ADMINISTRATION | 1 | 0.02% | █ |
| GREENBRAE ELEMENTARY SCHOOL | 14 | 0.34% | █ |

| | | | |
|--------------------------------|----|-------|---|
| HALL ELEMENTARY SCHOOL | 28 | 0.69% | █ |
| HEALTH SERVICES | 27 | 0.66% | █ |
| HIDDEN VALLEY ELEMENTARY | 13 | 0.32% | █ |
| HUFFAKER ELEMENTARY SCHOOL | 19 | 0.47% | █ |
| HUFFAKER MAINTENANCE CENTER | 31 | 0.76% | █ |
| HUG HIGH SCHOOL | 92 | 2.26% | █ |
| HUMAN RESOURCES | 16 | 0.39% | █ |
| HUNSBERGER ELEMENTARY SCHOOL | 32 | 0.79% | █ |
| HUNTER LAKE ELEMENTARY SCHOOL | 11 | 0.27% | █ |
| INCLINE ELEMENTARY SCHOOL | 37 | 0.91% | █ |
| INCLINE ESL NEWCOMERS CTR | 2 | 0.05% | █ |
| INCLINE HIGH SCHOOL | 26 | 0.64% | █ |
| INCLINE MIDDLE SCHOOL | 14 | 0.34% | █ |
| INDIAN EDUCATION | 0 | 0% | |
| INFORMATION TECHNOLOGY | 10 | 0.25% | █ |
| INSERVICE EDUCATION | 0 | 0% | |
| INST. TECHNOLOGY | 0 | 0% | |
| INTERNAL AUDIT | 3 | 0.07% | █ |
| INTERVENTION & TRUANCY | 3 | 0.07% | █ |
| JOHNSON ELEMENTARY SCHOOL | 7 | 0.17% | █ |
| JUNIPER ELEMENTARY SCHOOL | 29 | 0.71% | █ |
| LEMMON VALLEY ELEMENTARY | 35 | 0.86% | █ |
| LENZ ELEMENTARY SCHOOL | 27 | 0.66% | █ |
| LIBRARY SERVICES | 3 | 0.07% | █ |
| LIFE SERVICES CHILDRENS TRUST | 0 | 0% | |
| LIFE SERVICES TITLE IV-B | 1 | 0.02% | █ |
| LIFE SERVICES TITLE XX | 0 | 0% | |
| LINCOLN PARK ELEMENTARY SCHOOL | 20 | 0.49% | █ |
| LODER ELEMENTARY SCHOOL | 33 | 0.81% | █ |
| MAIL CENTER | 0 | 0% | |
| MATHEWS ELEMENTARY SCHOOL | 53 | 1.30% | █ |
| MAXWELL ELEMENTARY SCHOOL | 20 | 0.49% | █ |
| MCQUEEN HIGH SCHOOL | 89 | 2.19% | █ |
| MENDIVE MIDDLE SCHOOL | 40 | 0.98% | █ |
| MGMT/BOND COSTS | 15 | 0.37% | █ |

| | | | |
|--------------------------------|----|-------|---|
| MIGRANT OFFICE | 1 | 0.02% | █ |
| MIGUEL RIBERA FAMILY RES CTR | 0 | 0% | |
| MITCHELL ELEMENTARY SCHOOL | 30 | 0.74% | █ |
| MOSS ELEMENTARY SCHOOL | 38 | 0.93% | █ |
| MT ROSE ELEMENTARY SCHOOL | 19 | 0.47% | █ |
| MUSIC | 2 | 0.05% | █ |
| N.C.S.E.A | 0 | 0% | |
| NATCHEZ ELEMENTARY SCHOOL | 22 | 0.54% | █ |
| NEGOTIABLE ITEMS | 0 | 0% | |
| NIAA | 0 | 0% | |
| NO CHILD LEFT BEHIND | 0 | 0% | |
| NORTH EAST SPARKS MS | 0 | 0% | |
| NORTH VALLEY TRANSPORTATION | 14 | 0.34% | █ |
| NORTH VALLEYS HIGH SCHOOL | 96 | 2.36% | █ |
| NOVA AFTER SCHOOL PROGRAM | 0 | 0% | |
| NUTRITION SERVICES | 2 | 0.05% | █ |
| NUTRITION SERVICES CENTER | 8 | 0.20% | █ |
| NW FRC - CLOSED | 0 | 0% | |
| O'BRIEN MIDDLE SCHOOL | 38 | 0.93% | █ |
| OFFICE OF STAFF DEVELOPMENT | 20 | 0.49% | █ |
| OPPORTUNITY SCHOOL | 3 | 0.07% | █ |
| PAINT SHOP | 1 | 0.02% | █ |
| PALMER ELEMENTARY SCHOOL | 22 | 0.54% | █ |
| PARENT INVOLVEMENT | 2 | 0.05% | █ |
| PEAVINE ELEMENTARY SCHOOL | 22 | 0.54% | █ |
| PICOLLO ELEMENTARY SCHOOL | 23 | 0.56% | █ |
| PINE ESL NEWCOMERS' CENTER | 1 | 0.02% | █ |
| PINE MIDDLE SCHOOL | 33 | 0.81% | █ |
| PL 200-297 PT B | 1 | 0.02% | █ |
| PL 99-457 EARLY CHILDHOOD LEA | 1 | 0.02% | █ |
| PLEASANT VALLEY ELEMENTARY | 15 | 0.37% | █ |
| PRINTING | 4 | 0.10% | █ |
| PROJECT CHESS | 0 | 0% | |
| PROPERTY CONTROL | 0 | 0% | |
| PSYCHOLOGICAL SERVICES | 19 | 0.47% | █ |
| PUBLIC AFFAIRS | 0 | 0% | |
| PUBLIC POL, ACCOUNT & ASSESSMT | 7 | 0.17% | █ |

| | | | |
|--------------------------------|-----|-------|---|
| PURCHASING | 3 | 0.07% | █ |
| REED HIGH SCHOOL | 90 | 2.21% | █ |
| REG CTR FOR TEACHING & LEARNIN | 5 | 0.12% | █ |
| RENO ESL NEWCOMER CENTER | 0 | 0% | |
| RENO HIGH SCHOOL | 85 | 2.09% | █ |
| RISK MANAGEMENT | 5 | 0.12% | █ |
| RISLEY ELEMENTARY SCHOOL | 26 | 0.64% | █ |
| ROLLAN MELTON ELEMENTARY | 29 | 0.71% | █ |
| RPDP | 4 | 0.10% | █ |
| SCHOOL POLICE | 12 | 0.29% | █ |
| SCHOOL TO WORK | 0 | 0% | |
| SENIOR ADMINISTRATOR | 0 | 0% | |
| SENIOR DIRECT-MIDDLE SCHLS | 0 | 0% | |
| SENIOR DIRECTOR - AREA 4 | 0 | 0% | |
| SENIOR DIRECTOR-AREA 2 | 0 | 0% | |
| SENIOR DIRECTOR-AREA 3 | 1 | 0.02% | █ |
| SENIOR DIRECTOR-AREA 5 | 0 | 0% | |
| SENIOR DIRECTOR-OPTION PROGRAM | 0 | 0% | |
| SENIOR DIRECT-SECONDARY SCHLS | 0 | 0% | |
| SEPULVEDA ELEMENTARY SCHOOL | 34 | 0.83% | █ |
| SHARE | 2 | 0.05% | █ |
| SHAW MIDDLE SCHOOL | 47 | 1.15% | █ |
| SIERRA VISTA ELEMENTARY SCHOOL | 35 | 0.86% | █ |
| SILVER LAKE ELEMENTARY SCHOOL | 29 | 0.71% | █ |
| SMITH (ALICE) ELEMENTARY SCHL | 30 | 0.74% | █ |
| SMITH (KATE) ELEMENTARY SCHOOL | 24 | 0.59% | █ |
| SMITHRIDGE ELEMENTARY SCHOOL | 35 | 0.86% | █ |
| SPANISH SPRINGS ELEMENTARY | 44 | 1.08% | █ |
| SPANISH SPRINGS HIGH SCHOOL | 111 | 2.73% | █ |
| SPARKS ANTIGANG/DRUG COALITION | 0 | 0% | |
| SPARKS FAMILY RESOURCE CENTER | 1 | 0.02% | █ |
| SPARKS HIGH SCHOOL | 49 | 1.20% | █ |
| SPARKS MIDDLE SCHOOL | 33 | 0.81% | █ |
| SPECIAL EDUCATION | 29 | 0.71% | █ |

| | | | |
|--------------------------------|----|-------|---|
| SPEECH & LANGUAGE | 3 | 0.07% | █ |
| SPEECH PATHOLOGY | 5 | 0.12% | █ |
| STC COUNSELOR TRAINING CAMP | 0 | 0% | |
| STDNT ACT, INTV & HEARINGS | 0 | 0% | |
| STEAD ELEMENTARY SCHOOL | 46 | 1.13% | █ |
| STUDENT ACCOUNTING | 0 | 0% | |
| STUDENT ACTIVITIES | 0 | 0% | |
| STUDENT PATHWAYS & GUID COUNSE | 1 | 0.02% | █ |
| STUDENT PERSONNEL SERVICES | 4 | 0.10% | █ |
| SUBSTANCE ABUSE | 0 | 0% | |
| SUBSTITUTE OFFICE | 0 | 0% | |
| SUMMER SCHOOL | 0 | 0% | |
| SUN VALLEY ELEMENTARY SCHOOL | 37 | 0.91% | █ |
| SUN VALLEY EVEN START PROGRAM | 0 | 0% | |
| SUN VALLEY FRC | 0 | 0% | |
| SUPERINTENDENT | 0 | 0% | |
| SUPPLEMENTAL CREDIT | 3 | 0.07% | █ |
| SWOPE MIDDLE SCHOOL | 33 | 0.81% | █ |
| TAYLOR ELEMENTARY SCHOOL | 20 | 0.49% | █ |
| TECH LIT CHALLENGE | 0 | 0% | |
| TITLE IA BASIC | 4 | 0.10% | █ |
| TITLE V SAGE RIDGE | 0 | 0% | |
| TMCC MAGNET SCHOOL | 7 | 0.17% | █ |
| TOWLES ELEMENTARY SCHOOL | 24 | 0.59% | █ |
| TRANER MIDDLE SCHOOL | 36 | 0.88% | █ |
| TRANSPORTATION CENTRAL YARD | 18 | 0.44% | █ |
| UNDISTRIBUTED | 1 | 0.02% | █ |
| UNDISTRIBUTED (DISTRICT-WIDE) | 1 | 0.02% | █ |
| UNR ENGINEERING | 0 | 0% | |
| US ENVIRON PROTECT AGENCY | 0 | 0% | |
| VANGORDER ELEMENTARY SCHOOL | 35 | 0.86% | █ |
| VAUGHN MIDDLE SCHOOL | 43 | 1.06% | █ |
| VERDI ELEMENTARY SCHOOL | 18 | 0.44% | █ |
| VETERANS MEMORIAL ELEMENTARY | 32 | 0.79% | █ |
| VIDEO CENTER | 0 | 0% | |
| VIOLENCE INTERVENTION PROGRAM | 0 | 0% | |
| VIRGINIA PALMER - GANGBUSTERS | 1 | 0.02% | █ |

| | | | |
|------------------------------|-------------|-------|--|
| VOLUNTEER SERVICES | 3 | 0.07% | |
| WAREHOUSE | 3 | 0.07% | |
| WARNER ELEMENTARY SCHOOL | 21 | 0.52% | |
| WASHOE COUNTY TEACHERS ASSOC | 0 | 0% | |
| WASHOE HIGH SCHOOL | 47 | 1.15% | |
| WESTERGARD ELEMENTARY SCHOOL | 32 | 0.79% | |
| WHITEHEAD ELEMENTARY SCHOOL | 25 | 0.61% | |
| WINNEMUCCA ELEMENTARY SCHOOL | 40 | 0.98% | |
| WITTENBERG HALL | 2 | 0.05% | |
| WOLF HIGH SCHOOL | 1 | 0.02% | |
| WOOSTER HIGH SCHOOL | 84 | 2.06% | |
| (Did not answer) | 309 | 7.59% | |
| Total Responses | 4073 | | |

| Q3. How many years have you been with the district? | | | |
|---|-------------|--------|---------------------------------|
| Responses | Count | % | Percentage of total respondents |
| Less than a year | 154 | 3.78% | |
| 1 to 2 years | 152 | 3.73% | |
| 3 to 5 years | 769 | 18.88% | |
| 6 to 10 years | 1041 | 25.56% | |
| 11 to 15 years | 819 | 20.11% | |
| 16 to 20 years | 553 | 13.58% | |
| 21 to 25 years | 366 | 8.99% | |
| More than 25 years | 181 | 4.44% | |
| (Did not answer) | 38 | 0.93% | |
| Total Responses | 4073 | | |

| Q4. How many years have you worked in your current position? | | | |
|--|-------|--------|---------------------------------|
| Responses | Count | % | Percentage of total respondents |
| Less than a year | 561 | 13.77% | |
| 1 to 2 years | 384 | 9.43% | |
| 3 to 5 years | 1208 | 29.66% | |

| | | | |
|------------------------|-------------|--------|--|
| 6 to 10 years | 1035 | 25.41% | |
| 11 to 15 years | 434 | 10.66% | |
| 16 to 20 years | 235 | 5.77% | |
| 21 to 25 years | 129 | 3.17% | |
| More than 25 years | 48 | 1.18% | |
| (Did not answer) | 39 | 0.96% | |
| Total Responses | 4073 | | |

| Q5. Gender: | | | |
|------------------------|-------------|--------|---------------------------------|
| Responses | Count | % | Percentage of total respondents |
| Male | 870 | 21.36% | |
| Female | 3111 | 76.38% | |
| (Did not answer) | 92 | 2.26% | |
| Total Responses | 4073 | | |

| Q6. Race/Ethnicity: | | | |
|------------------------|-------------|--------|---------------------------------|
| Responses | Count | % | Percentage of total respondents |
| African American | 35 | 0.86% | |
| Alaskan/Indian | 47 | 1.15% | |
| Asian/Pacific | 82 | 2.01% | |
| Caucasian | 3501 | 85.96% | |
| Hispanic | 283 | 6.95% | |
| (Did not answer) | 125 | 3.07% | |
| Total Responses | 4073 | | |

| Q7. How would you describe your initial reaction to the Culture of Respect Agreement? | | | | |
|---|-------|-----------------|--------|---------------------------------|
| Responses | Count | Assigned Weight | % | Percentage of total respondents |
| Positive | 1623 | 5 | 39.85% | |
| Somewhat positive | 890 | 4 | 21.85% | |
| Neutral | 1168 | 3 | 28.68% | |

| | | | | | | | | | |
|------------------------------|-------------|--|-------|------|-----|-----|-----|-----|------|
| Somewhat negative | 253 | 2 | 6.21% | | | | | | |
| Negative | 114 | 1 | 2.80% | | | | | | |
| (Did not answer) | 25 | NULL | 0.61% | | | | | | |
| Weighted Score : 3.90 | | | | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | | |

| Q8. With regard to the Agreement: | | | | | | | | |
|---|--------------|--|--|------|-----|-----|-----|------|
| Responses | Count | % | Percentage of total respondents | | | | | |
| I understand all the expectations as listed. | 2785 | 68.38% | | | | | | |
| I understand most of the expectations as listed. | 1124 | 27.60% | | | | | | |
| I understand few or none of the expectations as listed. | 120 | 2.95% | | | | | | |
| (Did not answer) | 44 | 1.08% | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | |

| Q9. If this Agreement were fully implemented I would expect to see: | | | | | | | | |
|--|--------------|--|--|------|-----|-----|-----|------|
| Responses | Count | % | Percentage of total respondents | | | | | |
| A great deal of improvement in the culture of WCSD. | 759 | 18.63% | | | | | | |
| Some improvement in the culture of WCSD. | 2280 | 55.98% | | | | | | |
| No particular improvement in the culture of WCSD. | 988 | 24.26% | | | | | | |
| (Did not answer) | 46 | 1.13% | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | |

| Q10. Which of the following best represents your support for implementation of the Culture of Respect Agreement? | | | |
|---|--------------|----------|--|
| Responses | Count | % | Percentage of total respondents |
| I support the implementation of the Culture of Respect Agreement as stated. | 2861 | 70.24% | |
| I support the implementation of the Culture of Respect Agreement with modification. | 840 | 20.62% | |

| | | | |
|--|-------------|-------|-----------------------------|
| I do not support the implementation of the Culture of Respect Agreement. | 282 | 6.92% | |
| (Did not answer) | 90 | 2.21% | |
| Total Responses | 4073 | | 20% 40% 60% 80% 100% |

Q12. How do you think the final Culture of Respect Agreement would best be implemented in our district?

| Responses | Count | % | Percentage of total respondents |
|---|-------------|--------|---------------------------------|
| It should be introduced and implemented in the same way at every site and department; for example, with a specific professional development session in which all employees at every site participate. | 2301 | 56.49% | |
| The site or department leader (e.g. principal, department head) should introduce and implement this in the way he/she feels is best for that site or department. | 1666 | 40.90% | |
| (Did not answer) | 106 | 2.60% | |
| Total Responses | 4073 | | 20% 40% 60% 80% 100% |

Q13. What do you feel should be the consequences for an employee who does not comply with the Agreement?

| Responses | Count | % | Percentage of total respondents |
|---|-------------|--------|---------------------------------|
| There should be no consequences. | 360 | 8.84% | |
| The employee's supervisor should address it with the employee through the evaluation process. | 2426 | 59.56% | |
| Utilize existing policies and procedures. | 1134 | 27.84% | |
| (Did not answer) | 153 | 3.76% | |
| Total Responses | 4073 | | 20% 40% 60% 80% 100% |

In your view, what are likely to be barriers that may prevent the successful implementation of the agreement? Please indicate how much of a concern you think each item presents.

Q14(a). : Alignment of current policies and procedures with this agreement.

| Responses | Count | Assigned Weight | % | Percentage of total respondents |
|---------------|-------|-----------------|--------|---------------------------------|
| Not a Barrier | 2194 | 1 | 53.87% | |

| | | | | | | | | | |
|------------------------------|-------------|--|--------|------|-----|-----|-----|-----|------|
| Might be a Barrier | 1568 | 2 | 38.50% | | | | | | |
| Is Certain to be a Barrier | 187 | 3 | 4.59% | | | | | | |
| (Did not answer) | 124 | NULL | 3.04% | | | | | | |
| Weighted Score : 1.49 | | | | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | | |

In your view, what are likely to be barriers that may prevent the successful implementation of the agreement? Please indicate how much of a concern you think each item presents.

Q14(b). : Time and attention are already focused on other important initiatives, which leaves little time or energy for this agreement.

| Responses | Count | Assigned Weight | % | Percentage of total respondents | | | | | |
|------------------------------|-------------|--|--------|---------------------------------|-----|-----|-----|-----|------|
| Not a Barrier | 869 | 1 | 21.34% | | | | | | |
| Might be a Barrier | 2002 | 2 | 49.15% | | | | | | |
| Is Certain to be a Barrier | 1105 | 3 | 27.13% | | | | | | |
| (Did not answer) | 97 | NULL | 2.38% | | | | | | |
| Weighted Score : 2.06 | | | | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | | |





In your view, what are likely to be barriers that may prevent the successful implementation of the agreement? Please indicate how much of a concern you think each item presents.

Q14(c). : Lack of district employee support for this particular agreement.

| Responses | Count | Assigned Weight | % | Percentage of total respondents | | | | | |
|------------------------------|-------------|--|--------|---------------------------------|-----|-----|-----|-----|------|
| Not a Barrier | 991 | 1 | 24.33% | | | | | | |
| Might be a Barrier | 2256 | 2 | 55.39% | | | | | | |
| Is Certain to be a Barrier | 729 | 3 | 17.90% | | | | | | |
| (Did not answer) | 97 | NULL | 2.38% | | | | | | |
| Weighted Score : 1.93 | | | | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | | |





In your view, what are likely to be barriers that may prevent the successful implementation of the agreement? Please indicate how much of a concern you think each item presents.

Q14(d). : Lack of administration and supervisor support for this agreement.

| Responses | Count | Assigned Weight | % | Percentage of total respondents | | | | | |
|------------------------------|-------------|--|--------|--|-----|-----|-----|-----|------|
| Not a Barrier | 1559 | 1 | 38.28% |  | | | | | |
| Might be a Barrier | 1808 | 2 | 44.39% |  | | | | | |
| Is Certain to be a Barrier | 598 | 3 | 14.68% |  | | | | | |
| (Did not answer) | 108 | NULL | 2.65% |  | | | | | |
| Weighted Score : 1.76 | | | | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | | |

In your view, what are likely to be barriers that may prevent the successful implementation of the agreement? Please indicate how much of a concern you think each item presents.

Q14(e). : Lack of understanding the particular expectations of the agreement.

| Responses | Count | Assigned Weight | % | Percentage of total respondents | | | | | |
|------------------------------|-------------|--|--------|--|-----|-----|-----|-----|------|
| Not a Barrier | 1149 | 1 | 28.21% |  | | | | | |
| Might be a Barrier | 2041 | 2 | 50.11% |  | | | | | |
| Is Certain to be a Barrier | 784 | 3 | 19.25% |  | | | | | |
| (Did not answer) | 99 | NULL | 2.43% |  | | | | | |
| Weighted Score : 1.91 | | | | | | | | | |
| Total Responses | 4073 | <table border="1"> <tr> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </table> | | | 20% | 40% | 60% | 80% | 100% |
| 20% | 40% | 60% | 80% | 100% | | | | | |