

# 2019-2020 Culture Survey for Carroll ISD Parents, Students, and Staff Members

## Results and Analysis

Carroll ISD

December 4 - 20, 2019



# Purpose of the Study

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Carroll ISD believes every child deserves an excellent education in a safe environment and wants to ensure that everyone is working together to accomplish goals that will help all students succeed both in and out of the classroom. As the Dragon family is becoming more diverse, CISD is working on a plan to help students and staff become more culturally competent to celebrate and embrace that diversity.

For the past year, a 63-member District Diversity Council (DDC) has been studying the changing demographics and researching ways to address bias reduction and cultural competence. The DDC already made recommendations to the School Board to revise the Student Code of Conduct to better align discipline consequences for inappropriate acts that target an individual or group of individuals for their race, color, religion, sex, gender, sexual orientation, national origin, disability, or age. As part of this work, the district, in conjunction with the DDC, asked all parents/guardians, students (grades 7-12), and staff members to take part in a voluntary, confidential survey - #WeAreDragons.

K12 *Insight* partnered with district team members to develop the survey, which addressed the following topics:

- Overall Satisfaction
- Overall Perceptions of Equity
- School Environment
- Culture and Climate
- Safety and Acceptance
- Inclusion
- Access and Opportunities
- Demographics

# Details of the Study

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The Culture Survey was open from Dec. 4 – Dec. 20. Email invitations with unique survey links were sent to parents/guardians and staff members. Students used their student IDs to log in and take the survey using a custom URL.

Email reminders were sent to parents/guardians and staff members who had not yet participated on Dec. 7, 10, 16, 18, and 20.

The survey for parents was translated into Mandarin and Spanish. The survey for staff members was translated into Spanish.

This report summarizes survey results. Each school will also receive a campus-level report.

Results do not reflect random sampling; therefore, they should not be generalized to reflect all Carroll ISD stakeholders.

The findings for each item in the report exclude participants who did not answer. Not Applicable responses were excluded from calculations. In some charts and graphs, data labels less than 5 percent are not shown. Percentages may not total 100 due to rounding.

# Summary and Insights

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- Overall, staff (87%) were more likely to be very satisfied or satisfied with Carroll ISD's ongoing work to embrace diversity and ensure cultural competence among staff and students when compared to parents (76%) and students (68%).
- More than half of all participating parents and over three-quarters of all participating staff agreed that equity is a priority for leaders, teachers, and staff in the district, that all students have equitable/fair access and opportunity to succeed, and that the district treats students equitably.
- Overall, parents said they almost always/always or often feel welcome in their child's school (83%) and that school rules are applied to their oldest child in a fair way (86%). However, a high percentage of parents responded 'don't know' when asked if the district takes reports of discrimination seriously (36%) and if the district responds quickly to issues of discrimination (39%).
- Overall, 80% of students said they almost always/always or often feel welcome in their school. However, fewer students, 61%, said they feel differences among all people are respected. Furthermore, 30% of students said they have felt unwelcome/uncomfortable at school because of their grades and 29% said because of their looks.
- When asked about opportunities for students, only 47% of parents, 55% of students, and 64% of staff said students have the opportunity to learn about their own cultural/racial backgrounds.

# Participation

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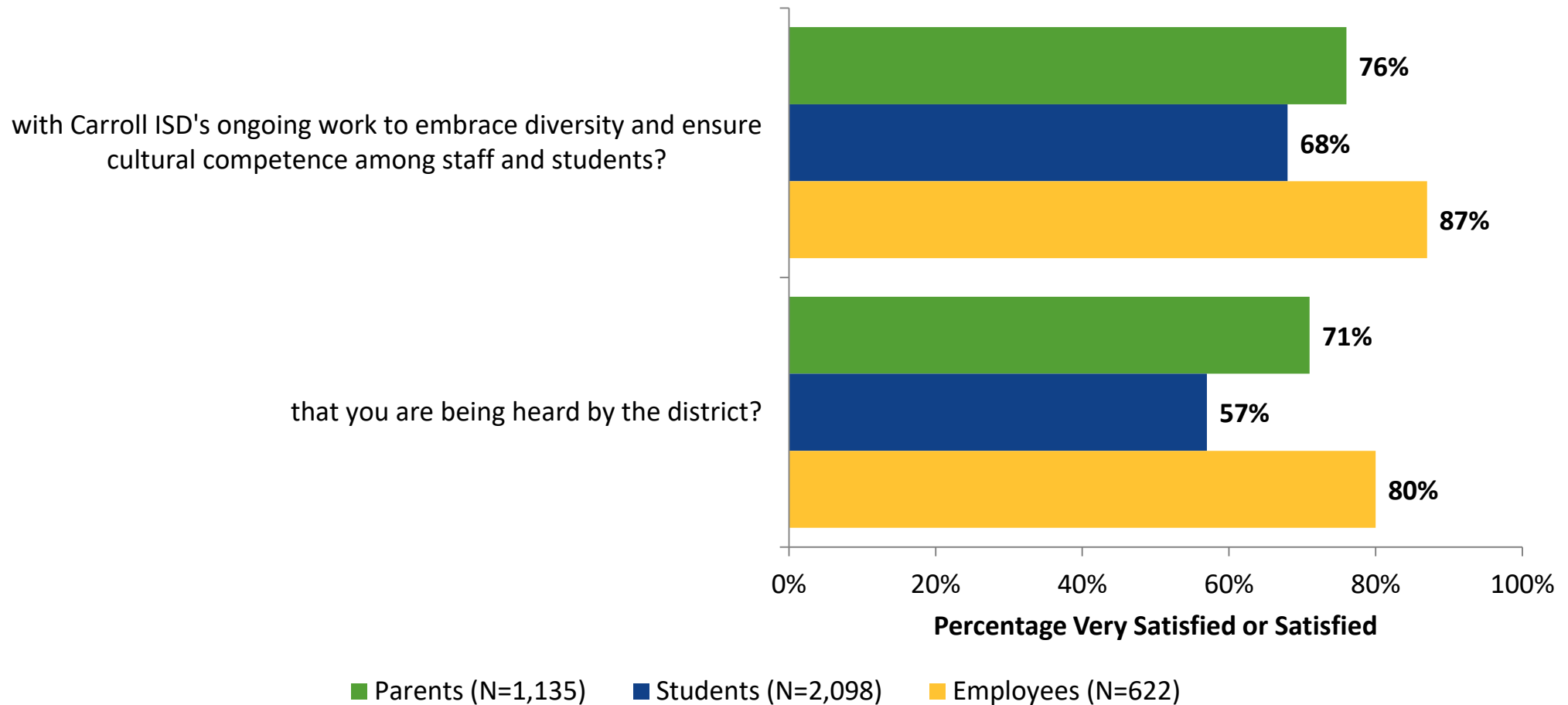
Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Incomplete Responses	Total Responses	Response Rate
Parents	4,820	1,105	30	1,135	23%
Students	4,170	2,098	0	2,098	50%
Employees	1,173	619	3	622	53%

# Overall Satisfaction

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# Overall Satisfaction by Stakeholder Group

Overall, how satisfied are you...

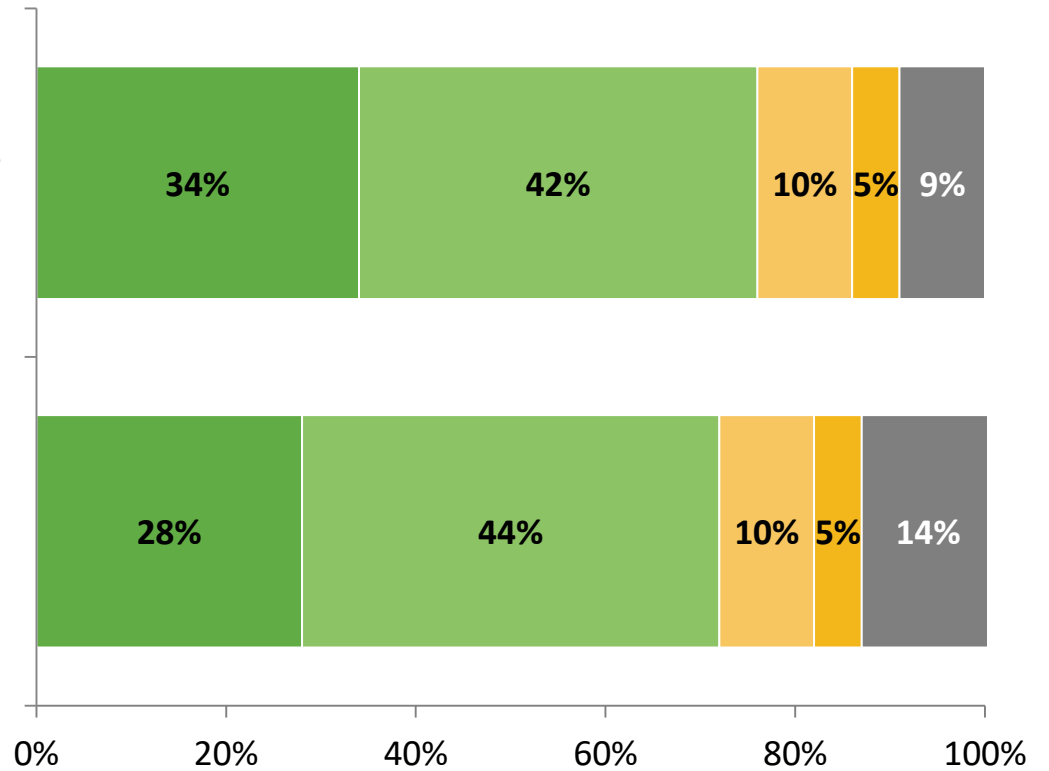


# Overall Satisfaction

Overall, how satisfied are you...

with Carroll ISD's ongoing work to embrace diversity and ensure cultural competence among staff and students? (N=1,099)

that you are being heard by the district? (N=1,102)



■ Very Satisfied   ■ Satisfied   ■ Dissatisfied   ■ Very Dissatisfied   ■ Don't Know

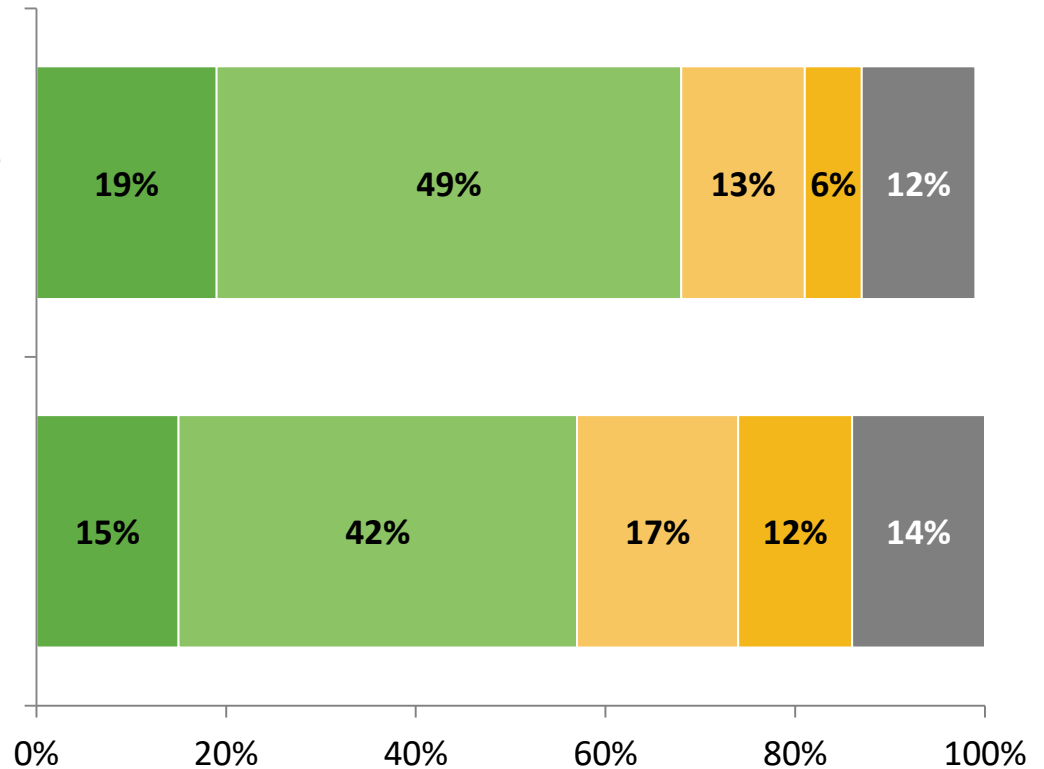


# Overall Satisfaction

Overall, how satisfied are you...

with Carroll ISD's ongoing work to embrace diversity and ensure cultural competence among staff and students? (N=2,079)

that you are being heard by the district? (N=2,082)



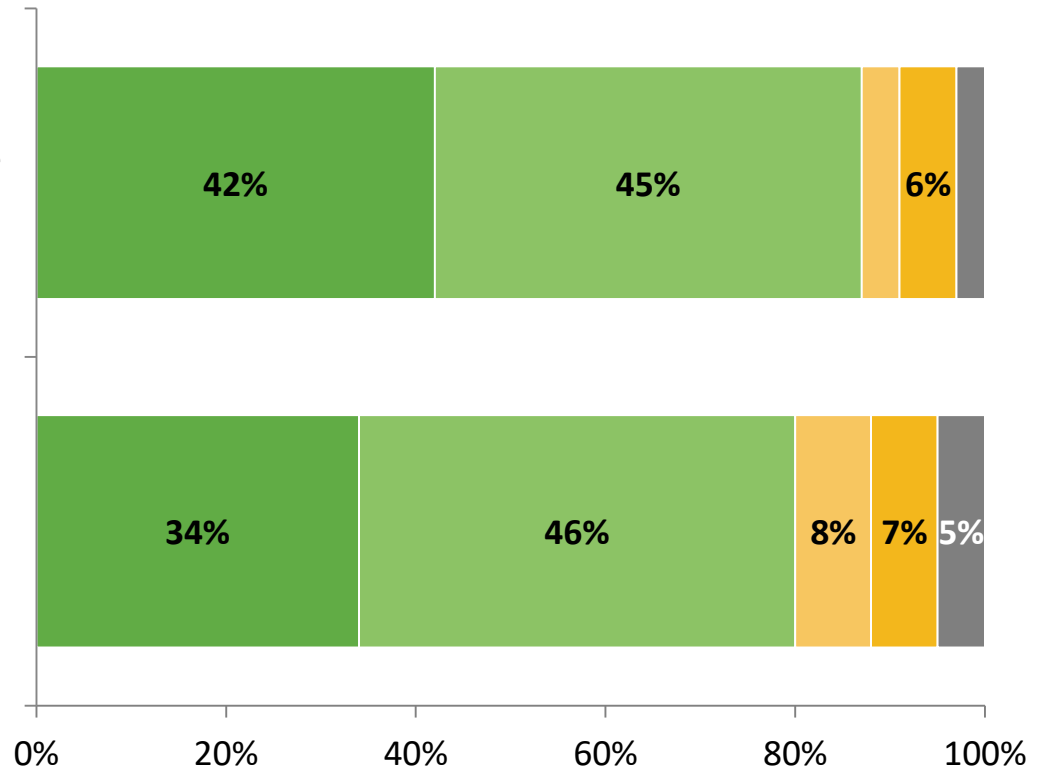
■ Very Satisfied   ■ Satisfied   ■ Dissatisfied   ■ Very Dissatisfied   ■ Don't Know

# Overall Satisfaction

Overall, how satisfied are you...

with Carroll ISD's ongoing work to embrace diversity and ensure cultural competence among staff and students? (N=619)

that you are being heard by the district? (N=617)



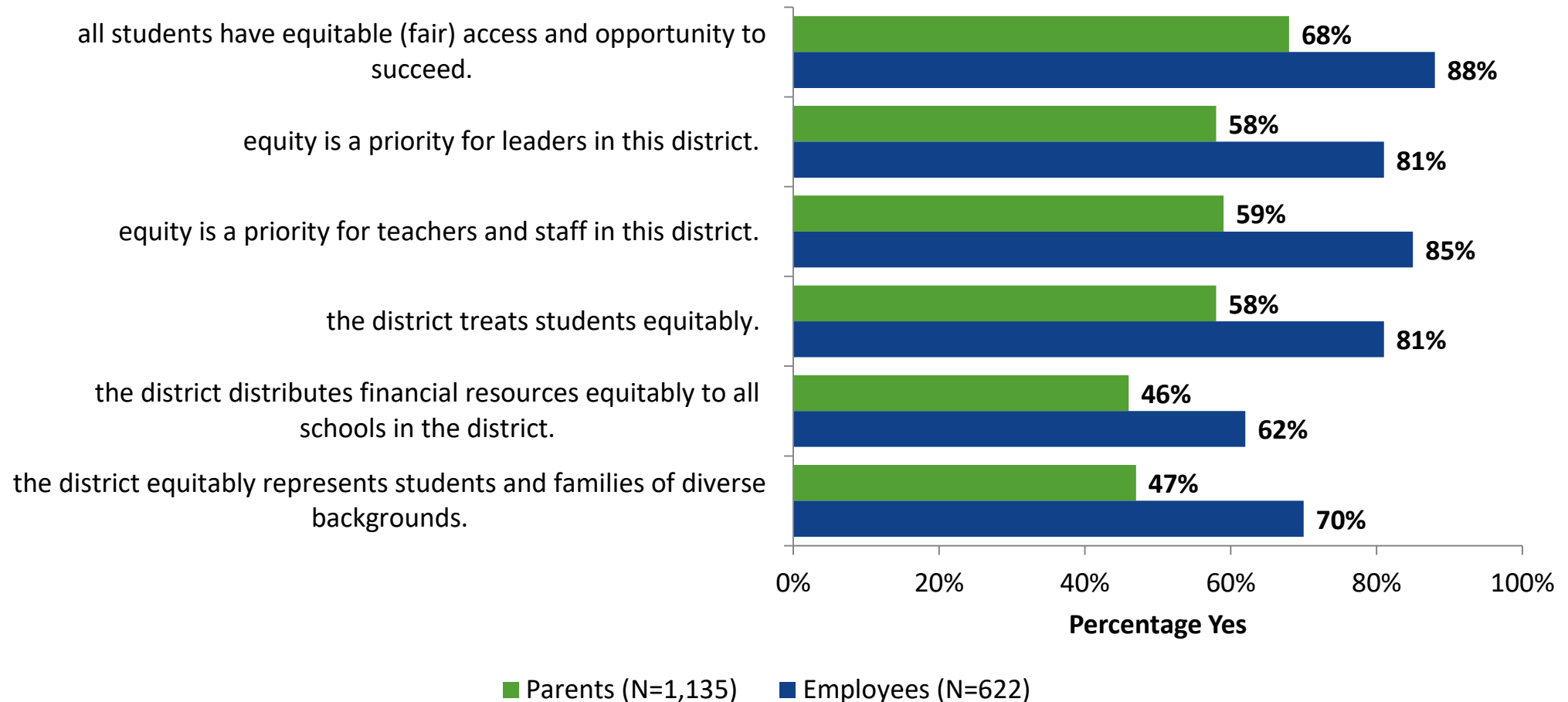
■ Very Satisfied   ■ Satisfied   ■ Dissatisfied   ■ Very Dissatisfied   ■ Don't Know

# Overall Perceptions of Equity

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# Perceptions of Equity by Stakeholder Group

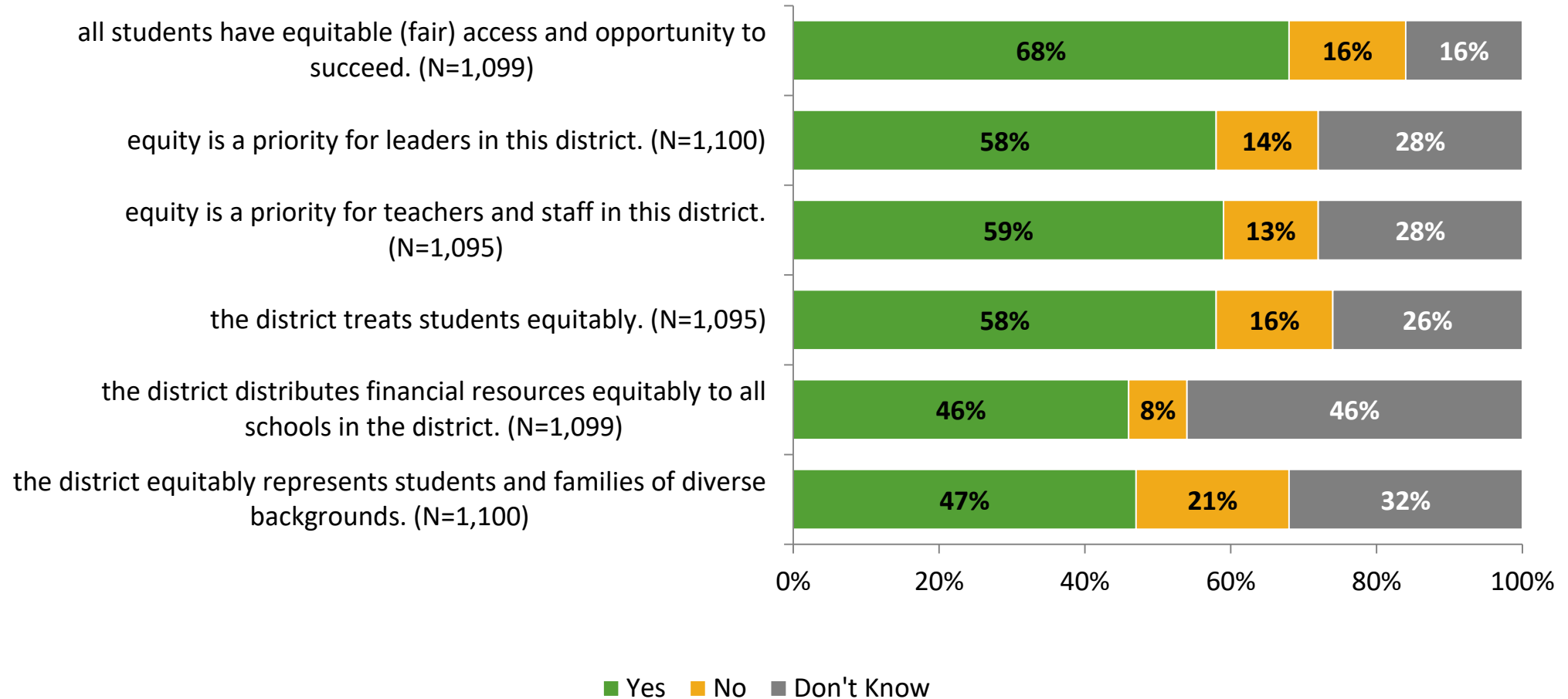
Within Carroll ISD ...



Note: The text of the question differs slightly for each respondent group. The graph/table in this report show the text for the Parents survey. These questions were not asked to students.

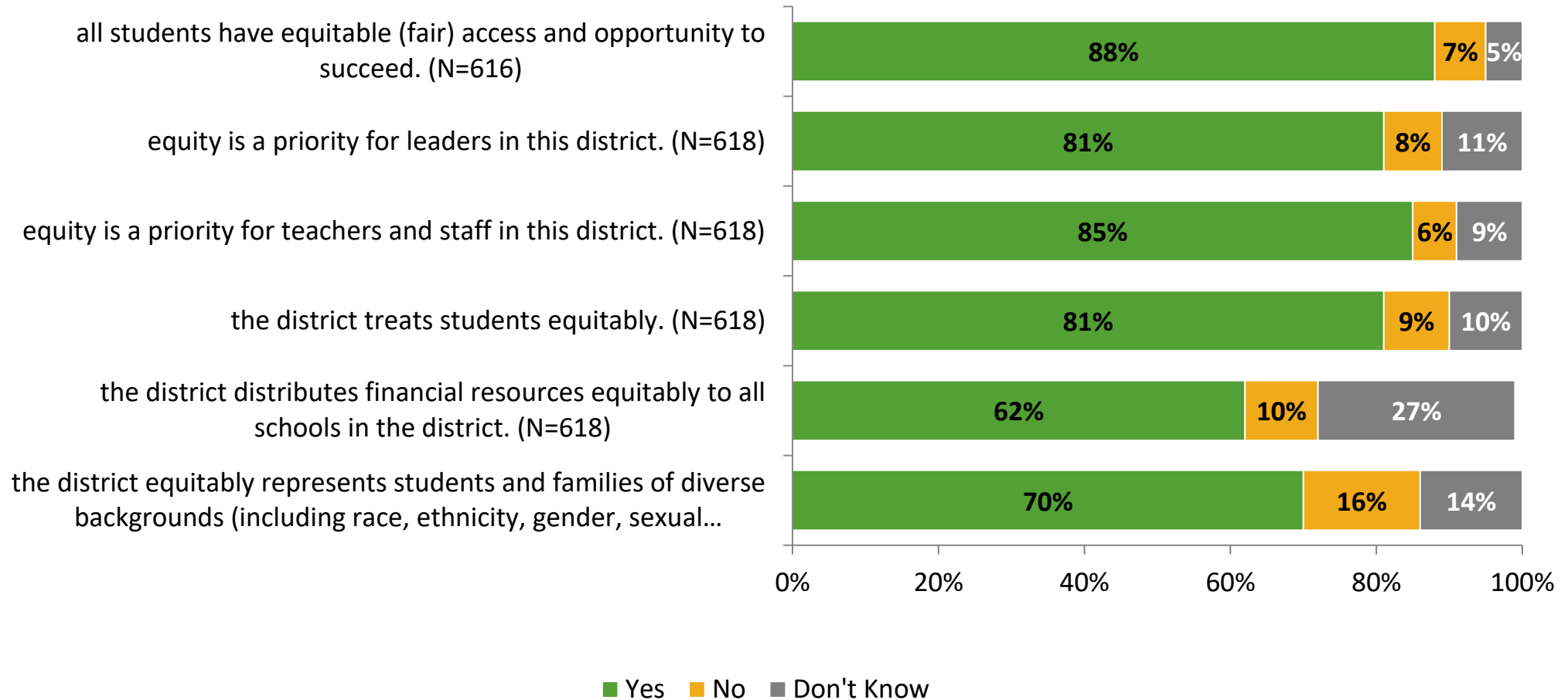
# Perceptions of Equity

Within Carroll ISD ...



# Perceptions of Equity

Within Carroll ISD ...

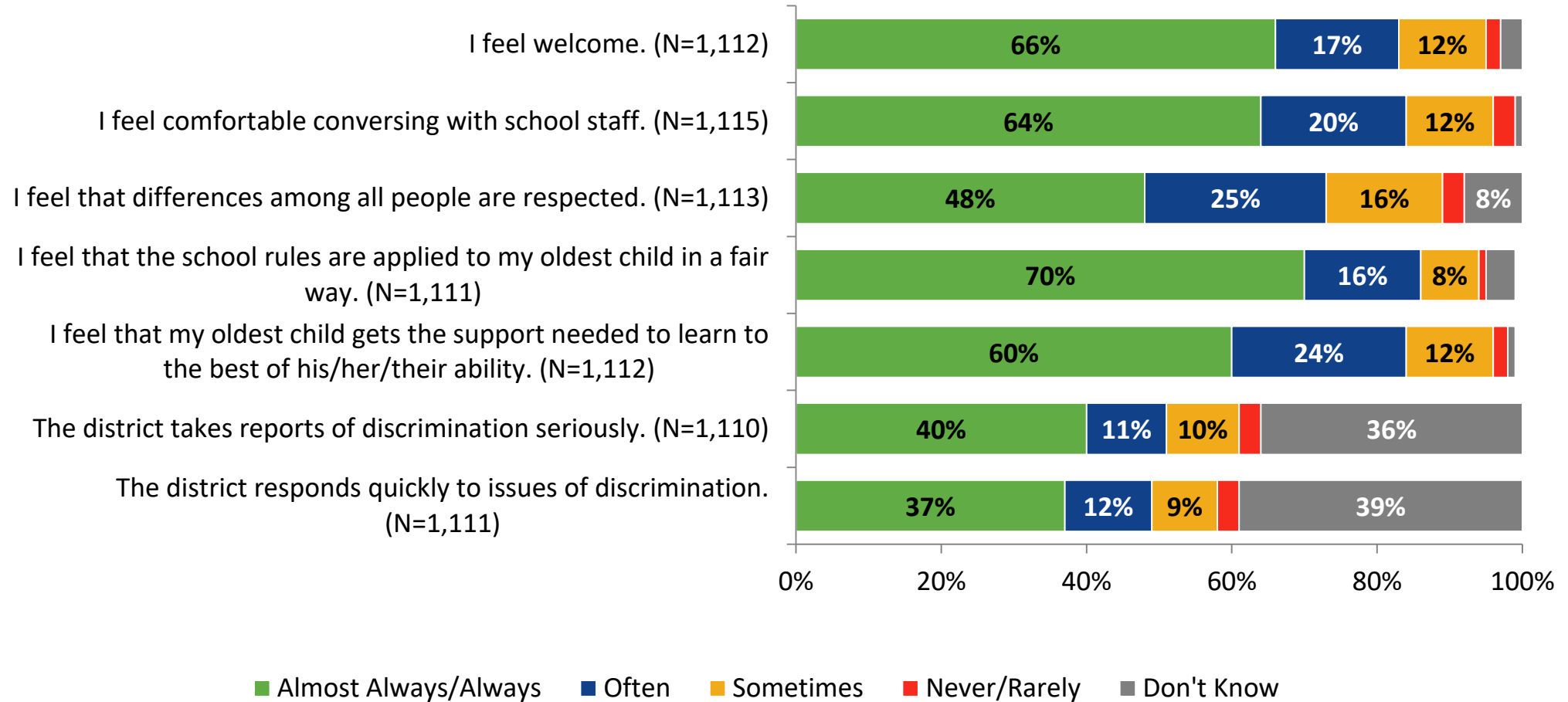


# School Environment

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# School Environment

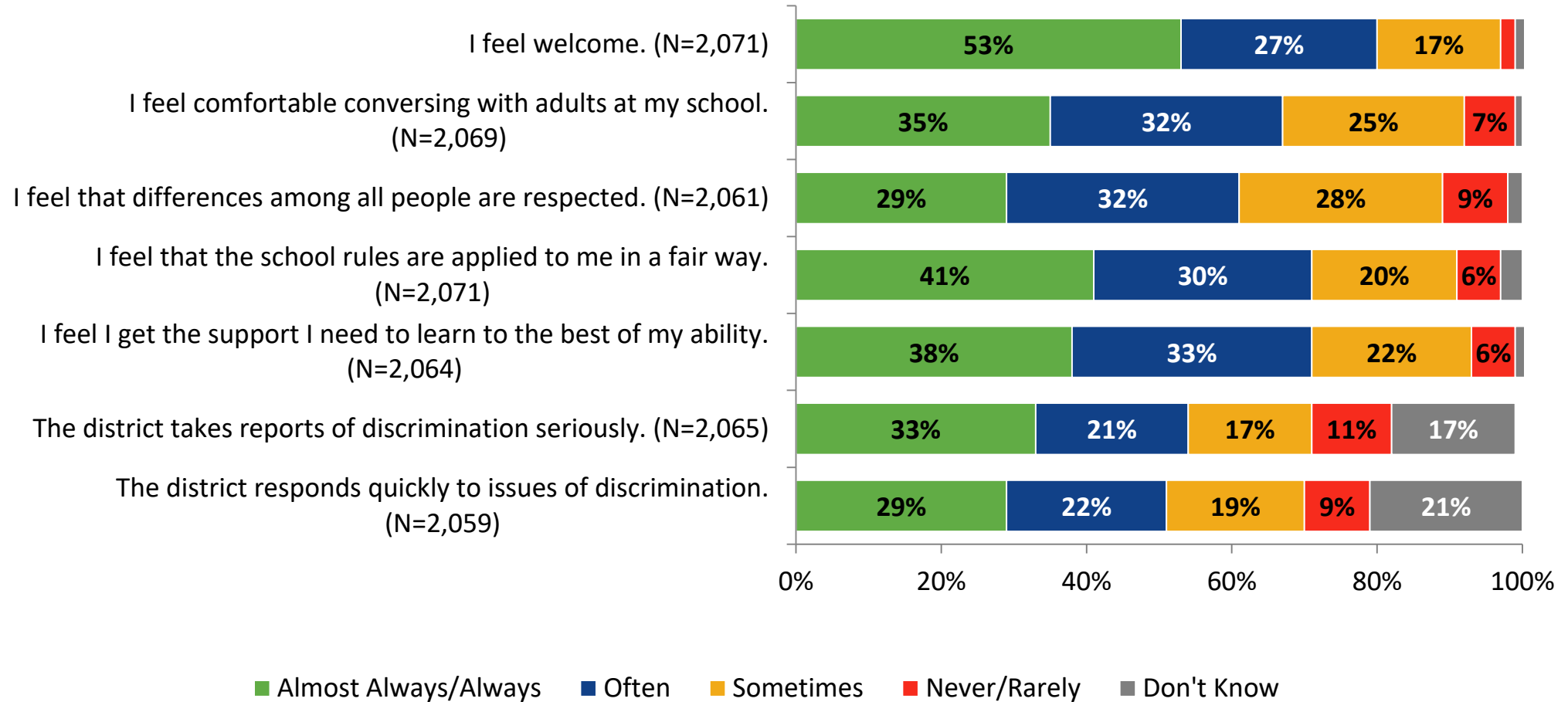
Please select how often you feel the following statements are true about your oldest child's school.





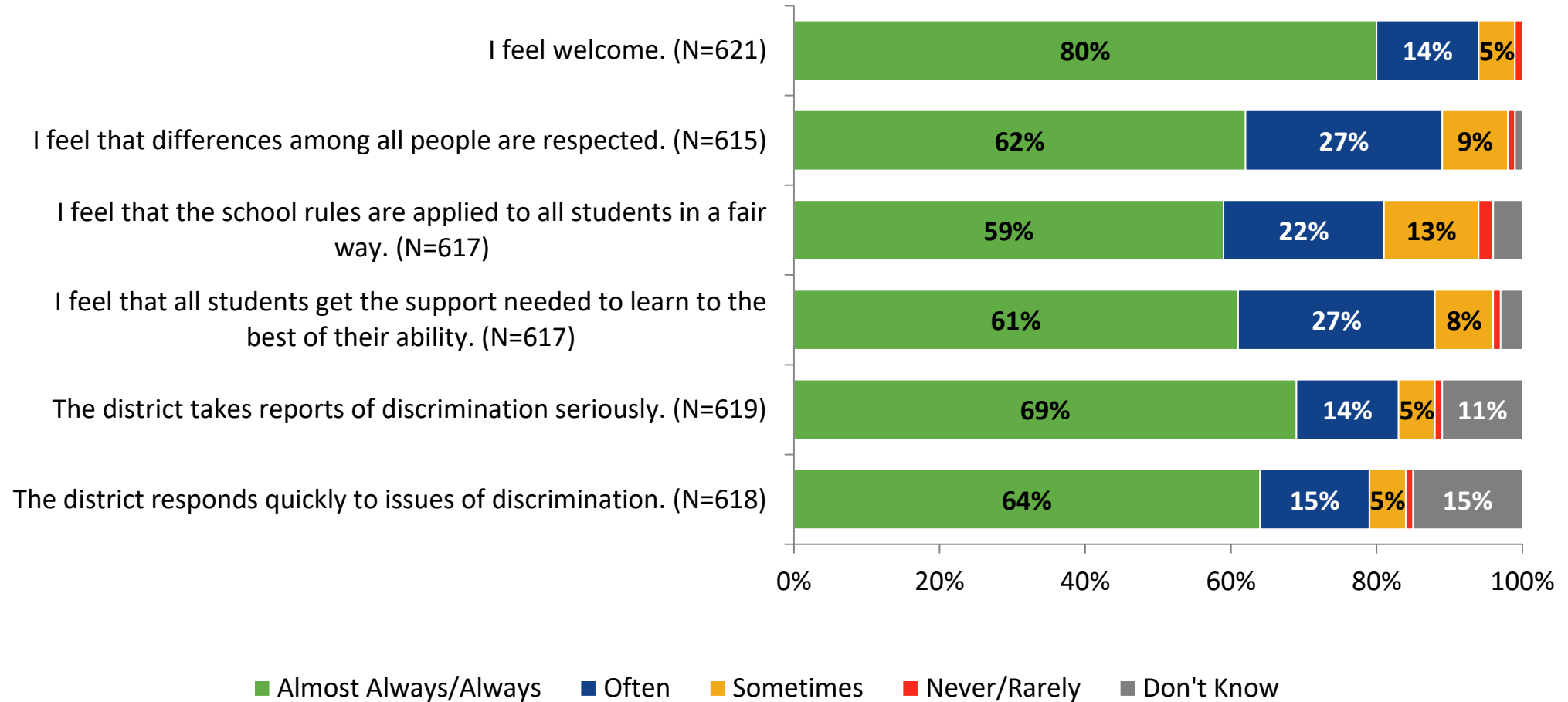
# School Environment

Please select how often you feel the following statements are true about your school.



# School Environment

Please select how often you feel the following statements are true about your work site.

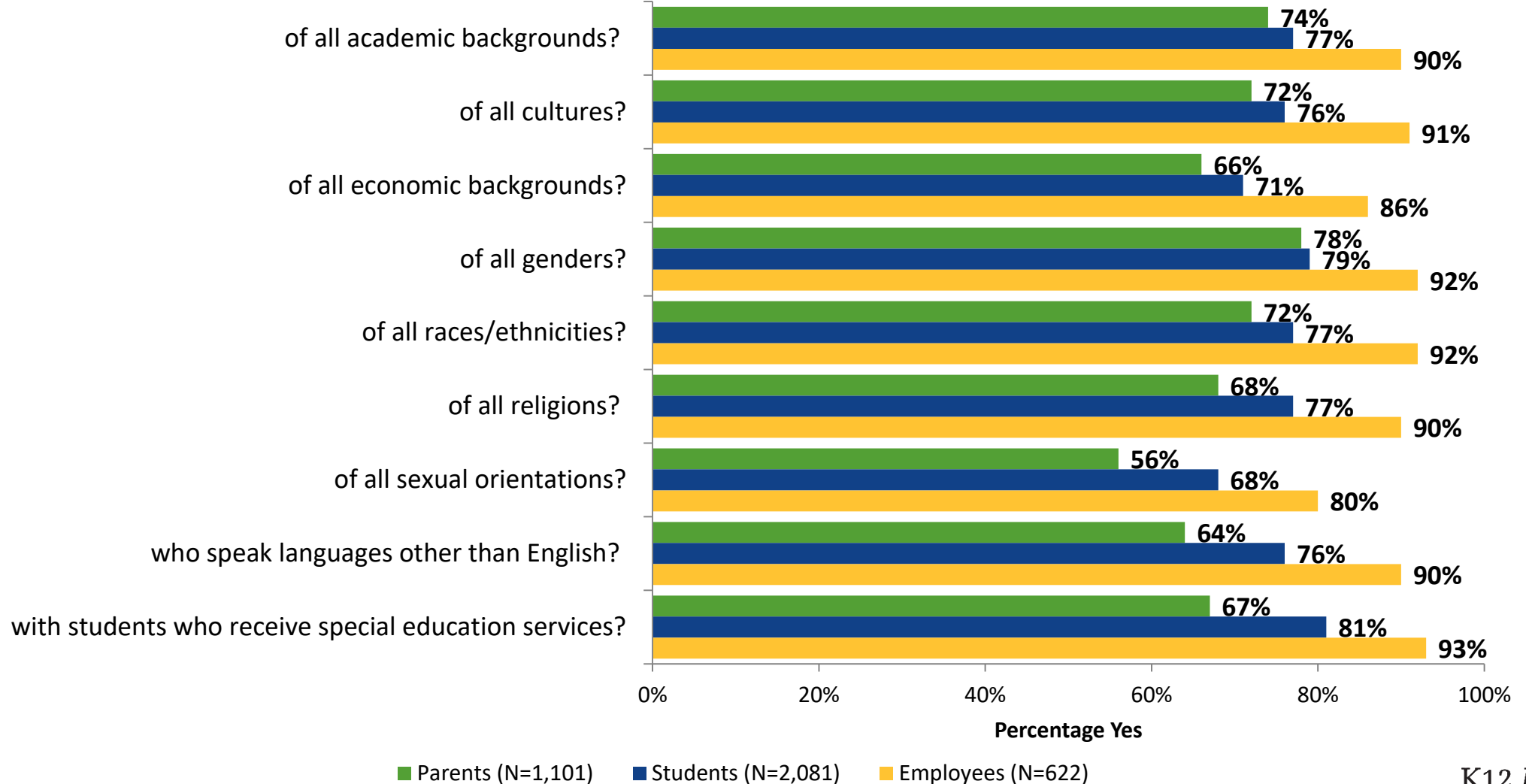


# Culture and Climate

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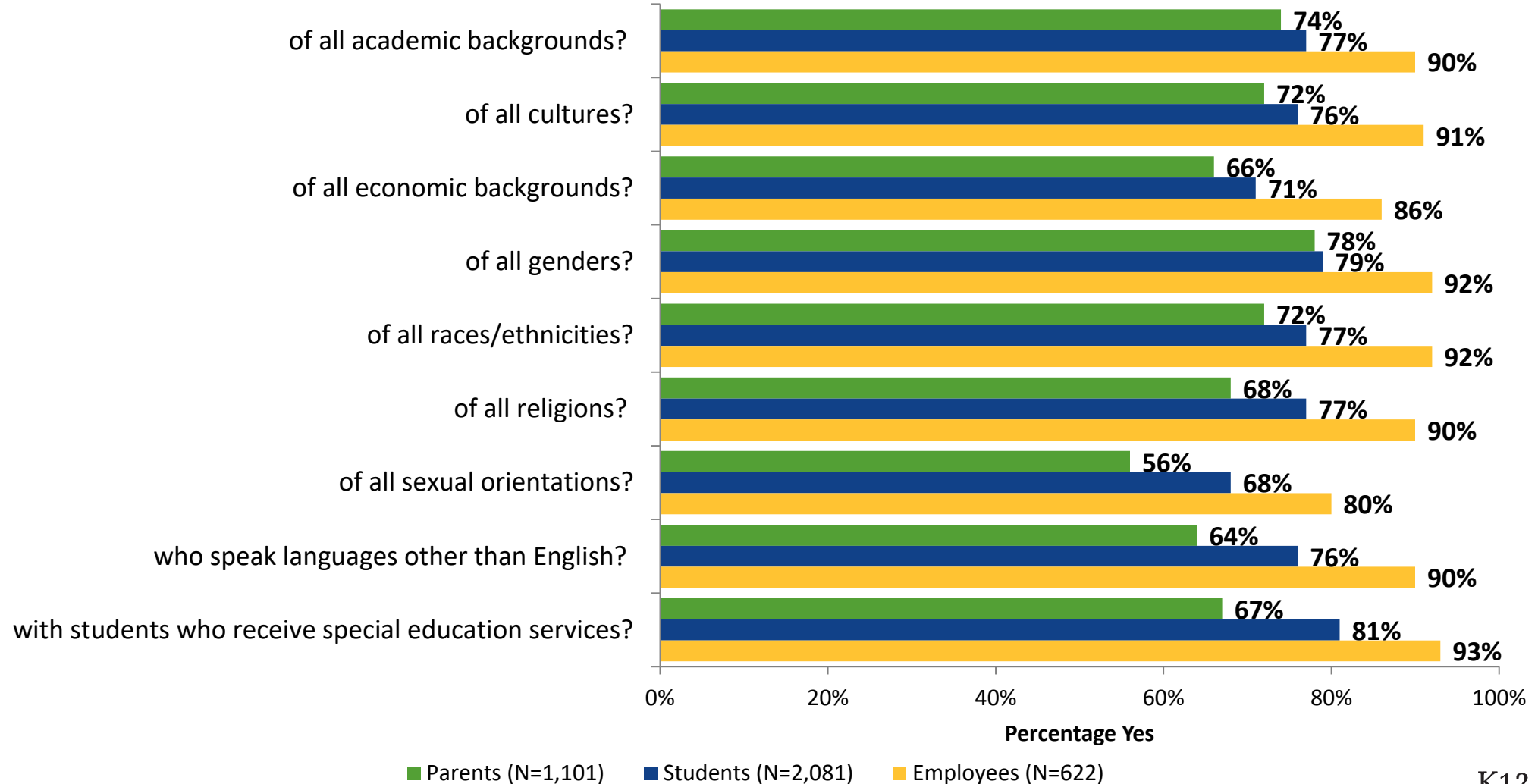
# Culture and Climate by Stakeholder Group

Do you feel administrators in Carroll ISD are welcoming to families ...



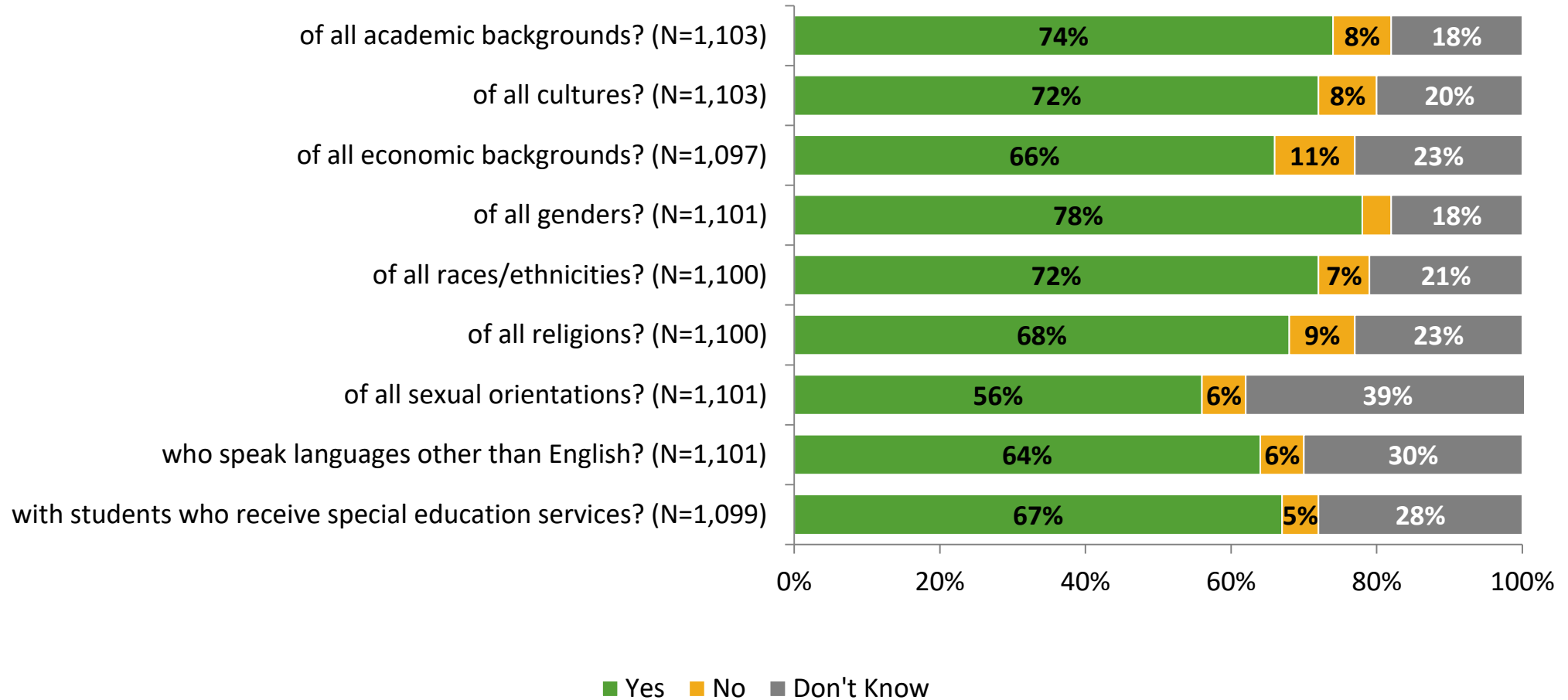
# Culture and Climate by Stakeholder Group (Continued)

Do you feel teachers in Carroll ISD are welcoming to families ...



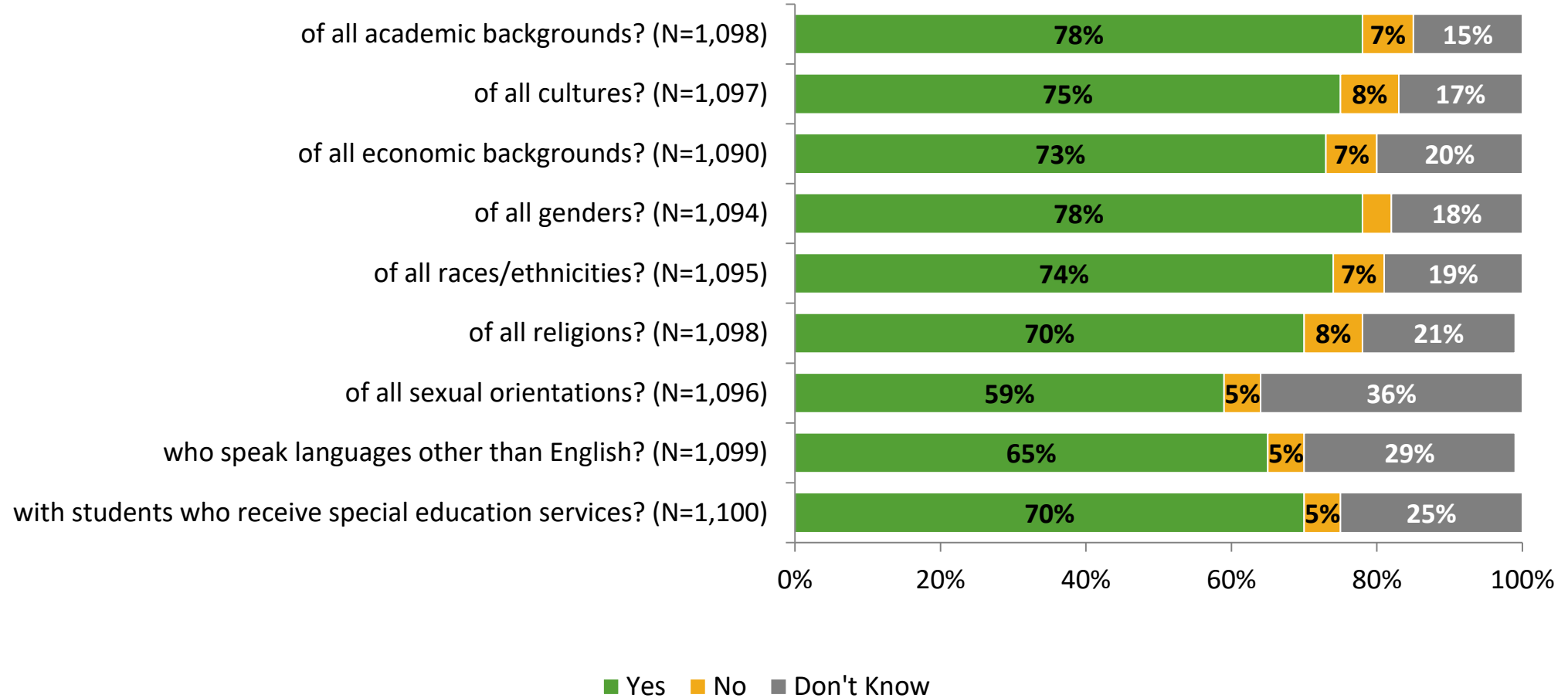
# Culture and Climate

Do you feel administrators in Carroll ISD are welcoming to families ...



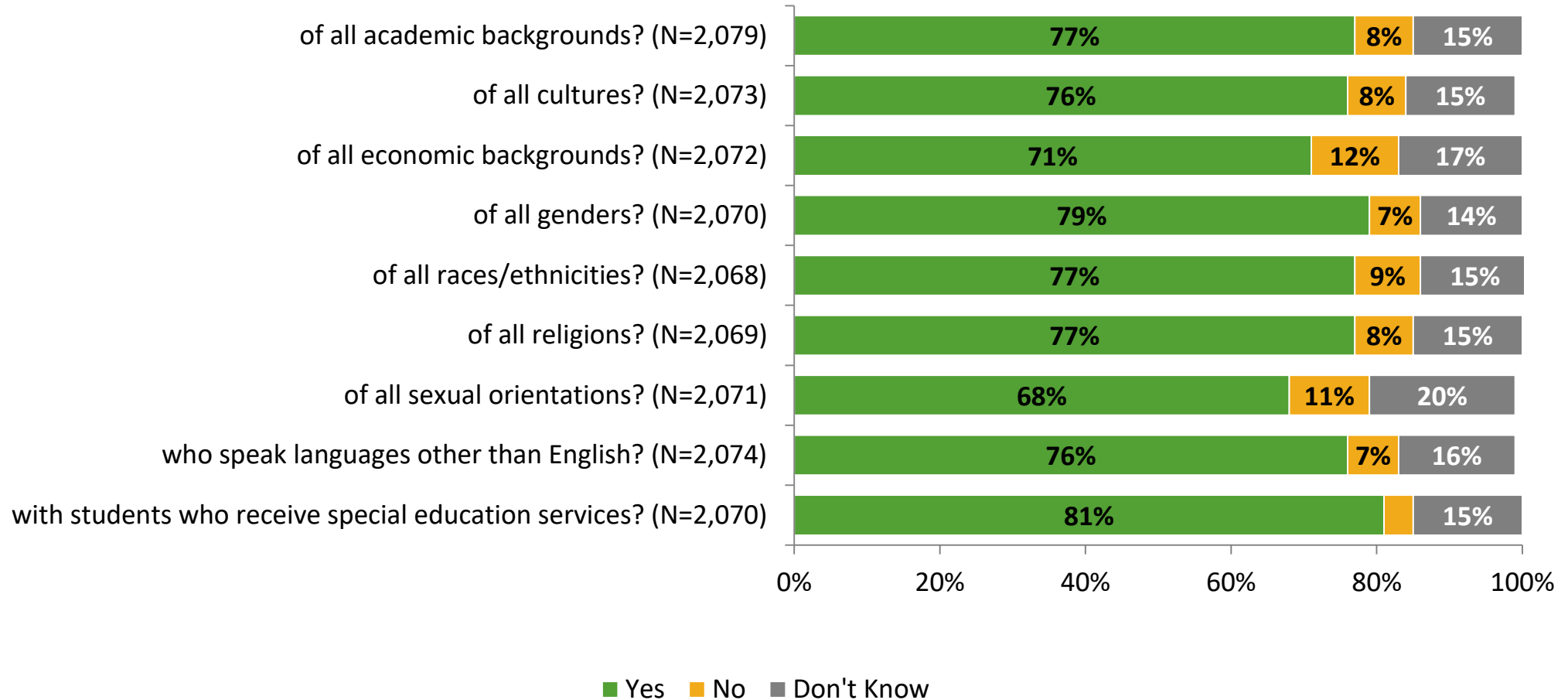
# Culture and Climate (Continued)

Do you feel teachers in Carroll ISD are welcoming to families ...



# Culture and Climate

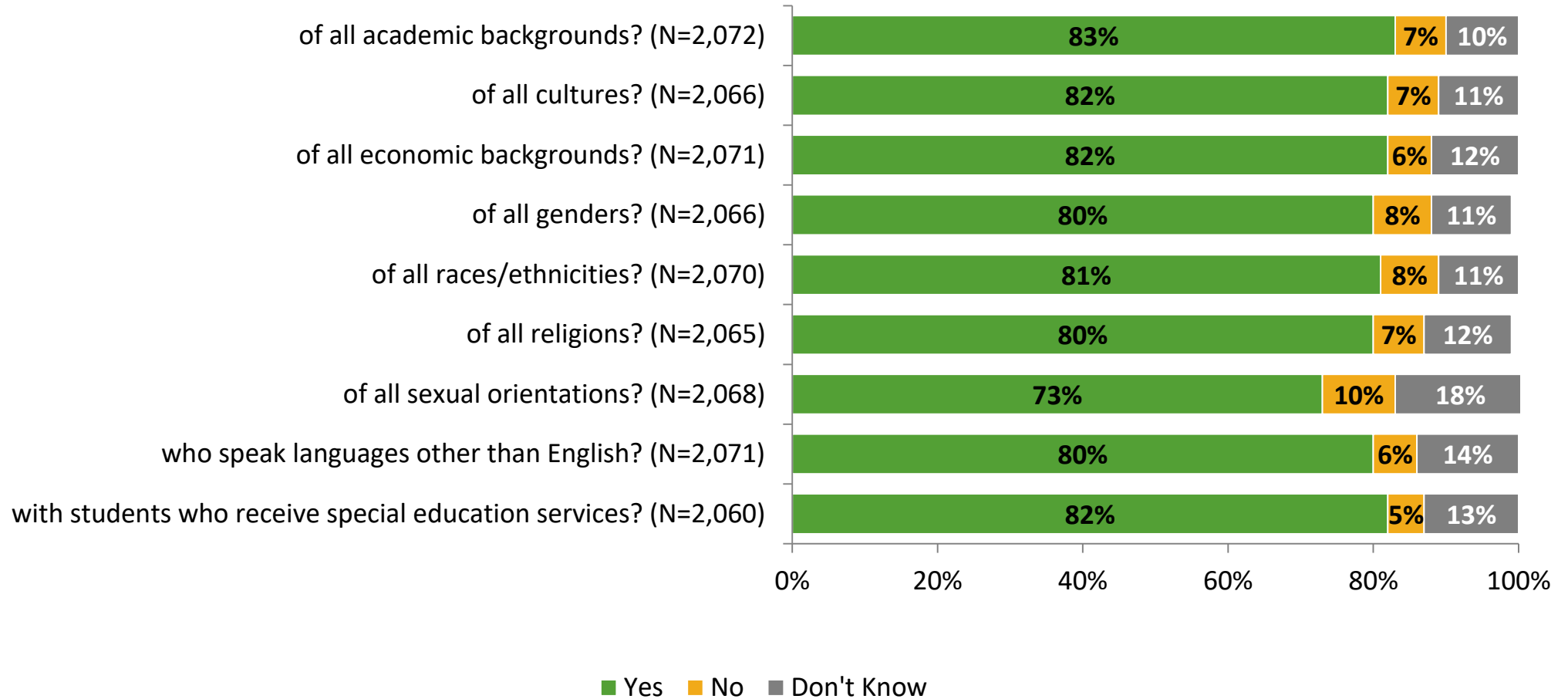
Do you feel administrators in Carroll ISD are welcoming to families ...





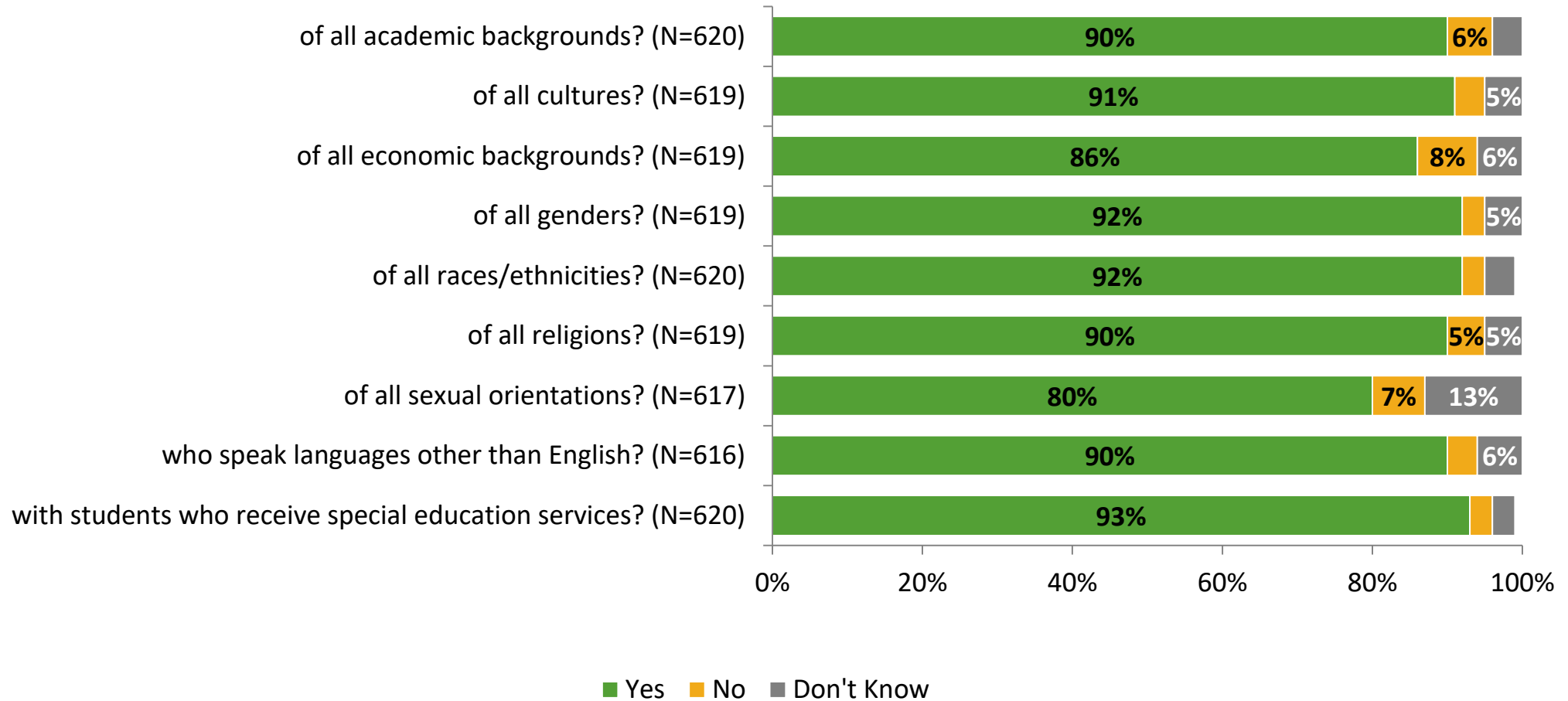
# Culture and Climate (Continued)

Do you feel teachers in Carroll ISD are welcoming to families ...



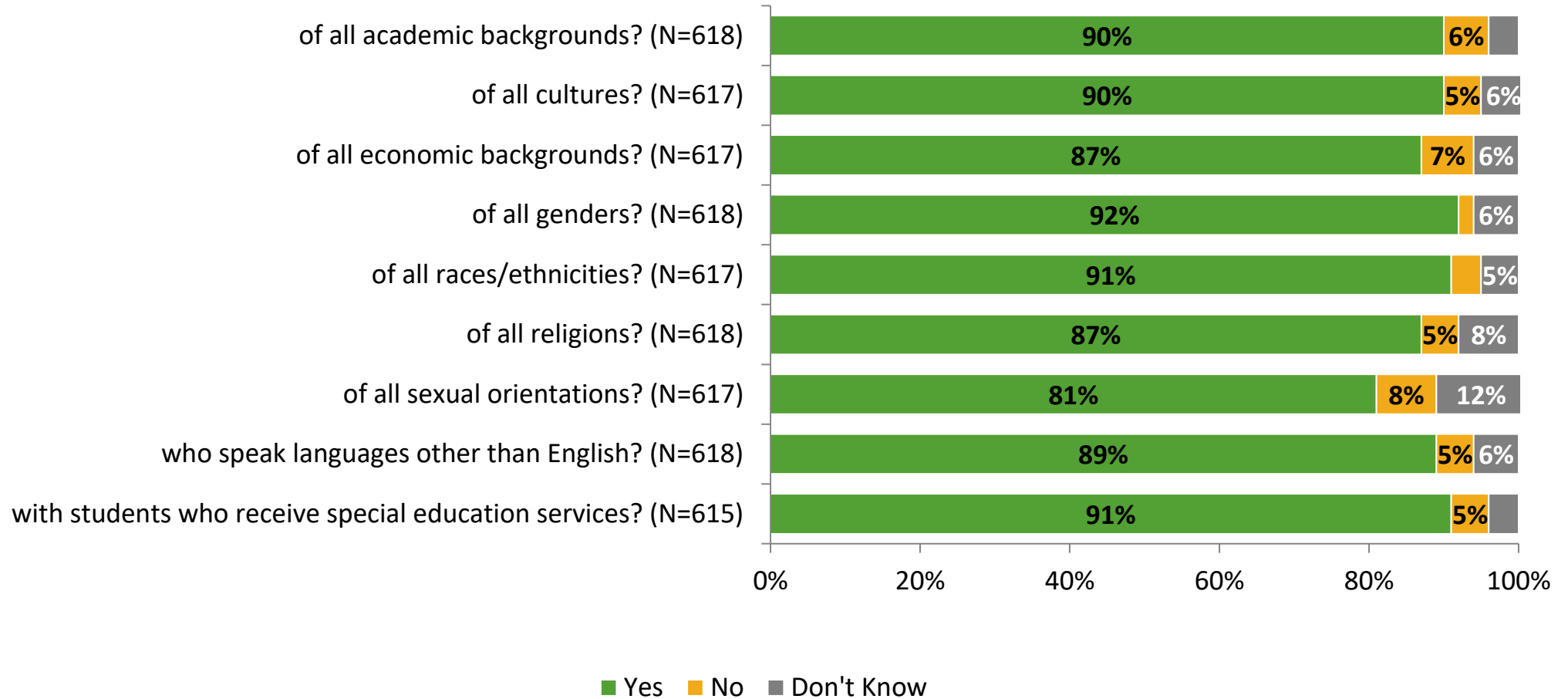
# Culture and Climate

Do you feel administrators in Carroll ISD are welcoming to families ...



# Culture and Climate (Continued)

Do you feel teachers in Carroll ISD are welcoming to families ...

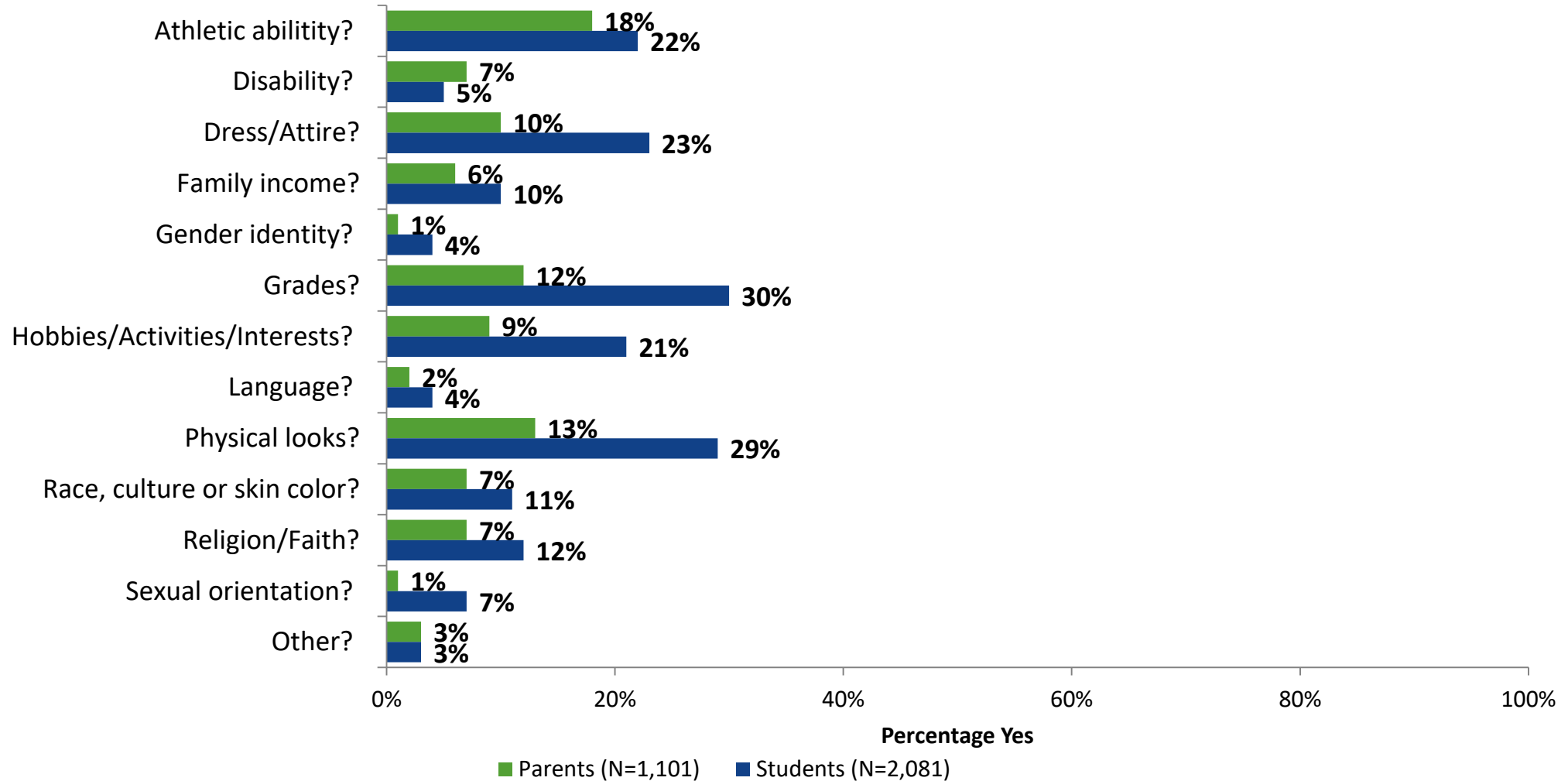


# Safety and Acceptance

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# Safety and Acceptance by Stakeholder Group

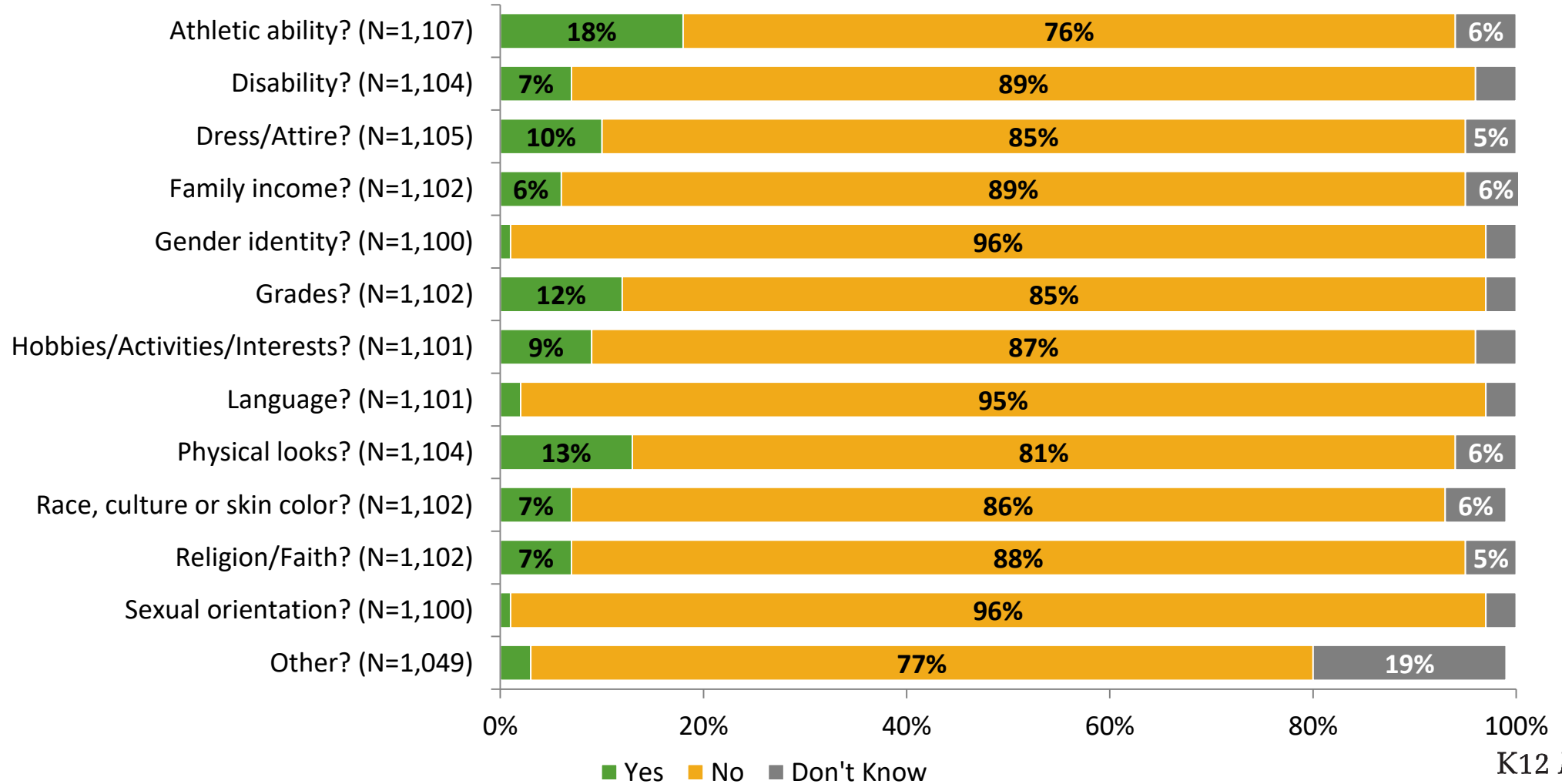
Has your oldest child ever indicated to you he/she/they felt unwelcome or uncomfortable at school because of any of the following ...



<sup>29</sup> Note: The text of the question differs slightly for each respondent group. The graph/table in this report show the text for the Parents survey. These questions were not asked to staff members.

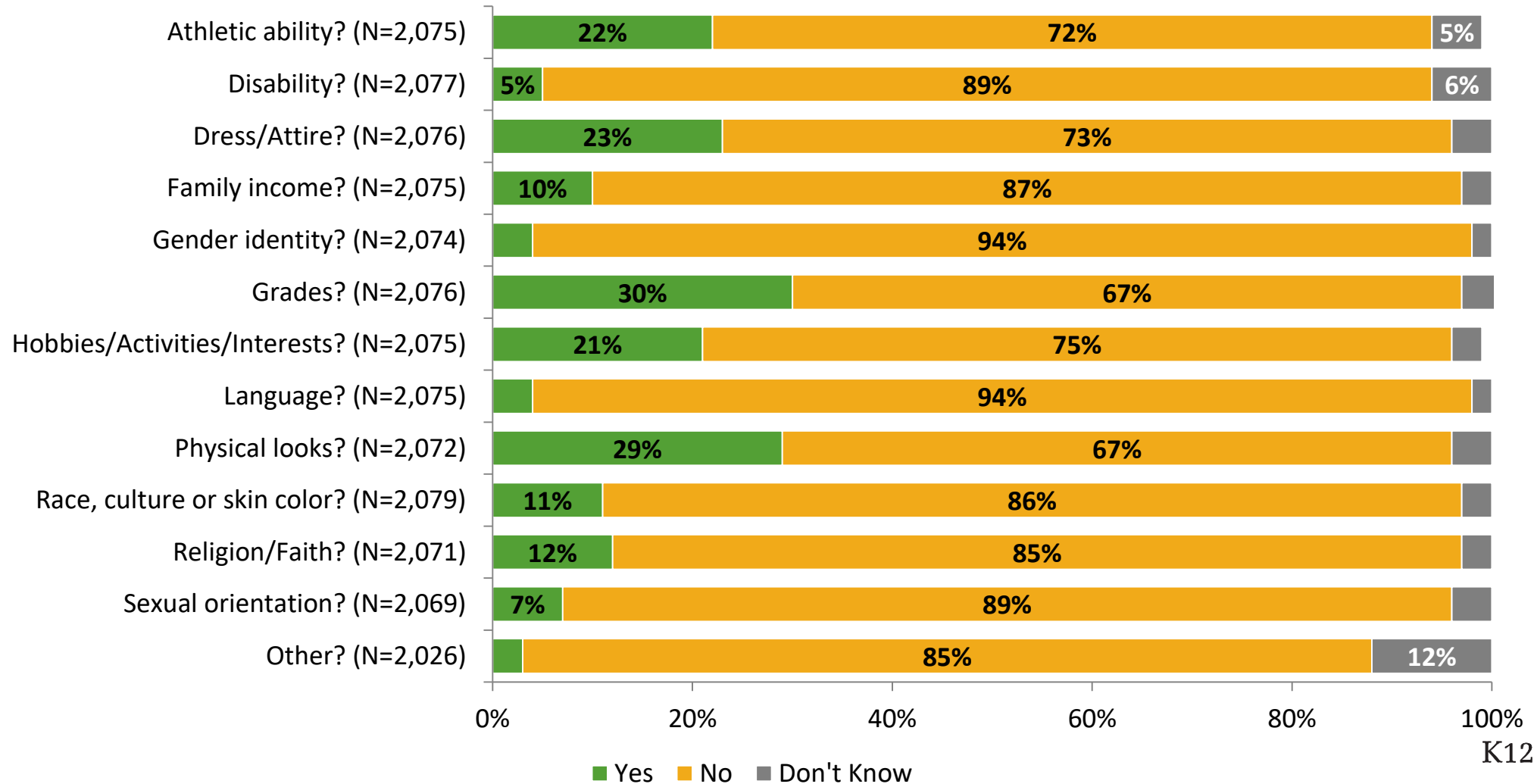
# Safety and Acceptance

Has your oldest child ever indicated to you he/she/they felt unwelcome or uncomfortable at school because of any of the following ...



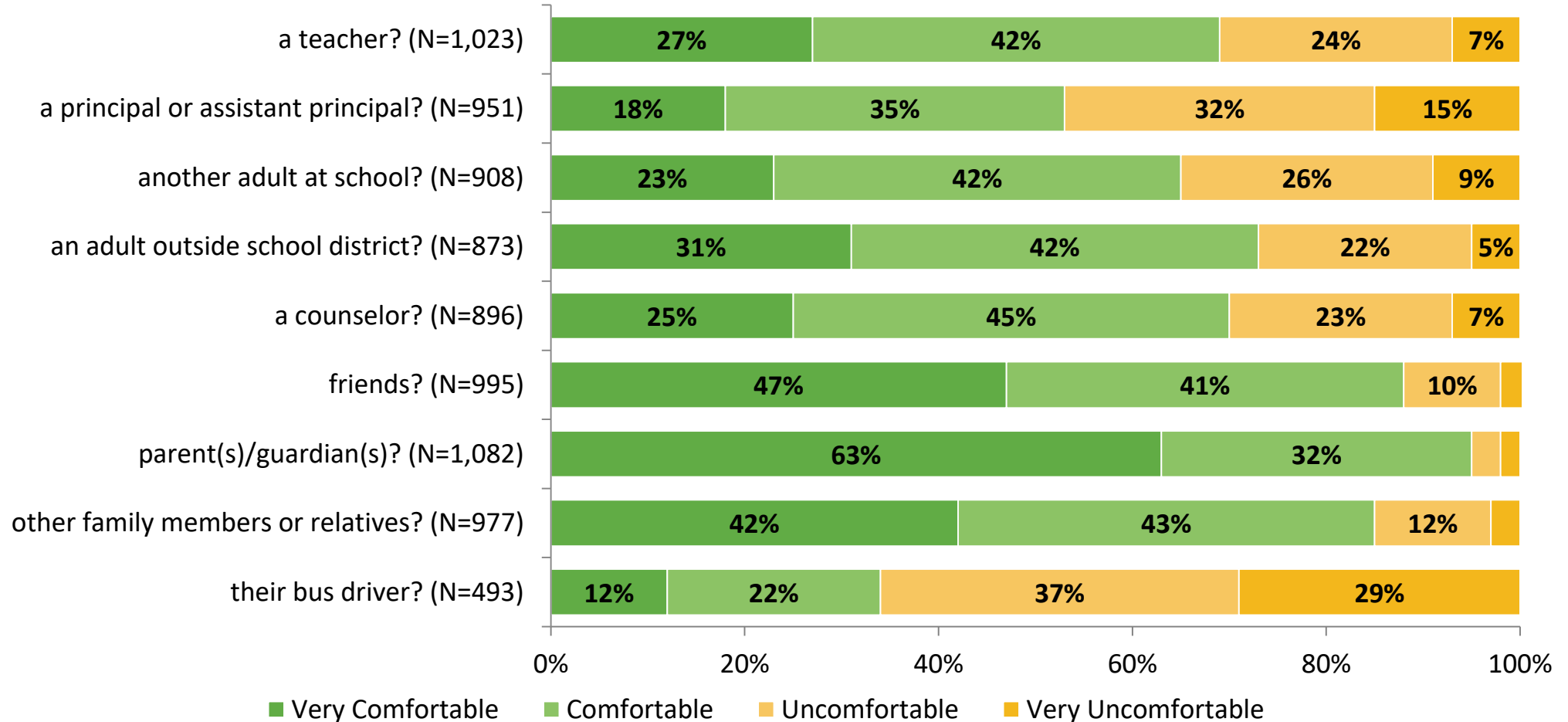
# Safety and Acceptance

Have you ever felt unwelcome or uncomfortable at school because of any of the following ...



# Safety and Acceptance (Continued)

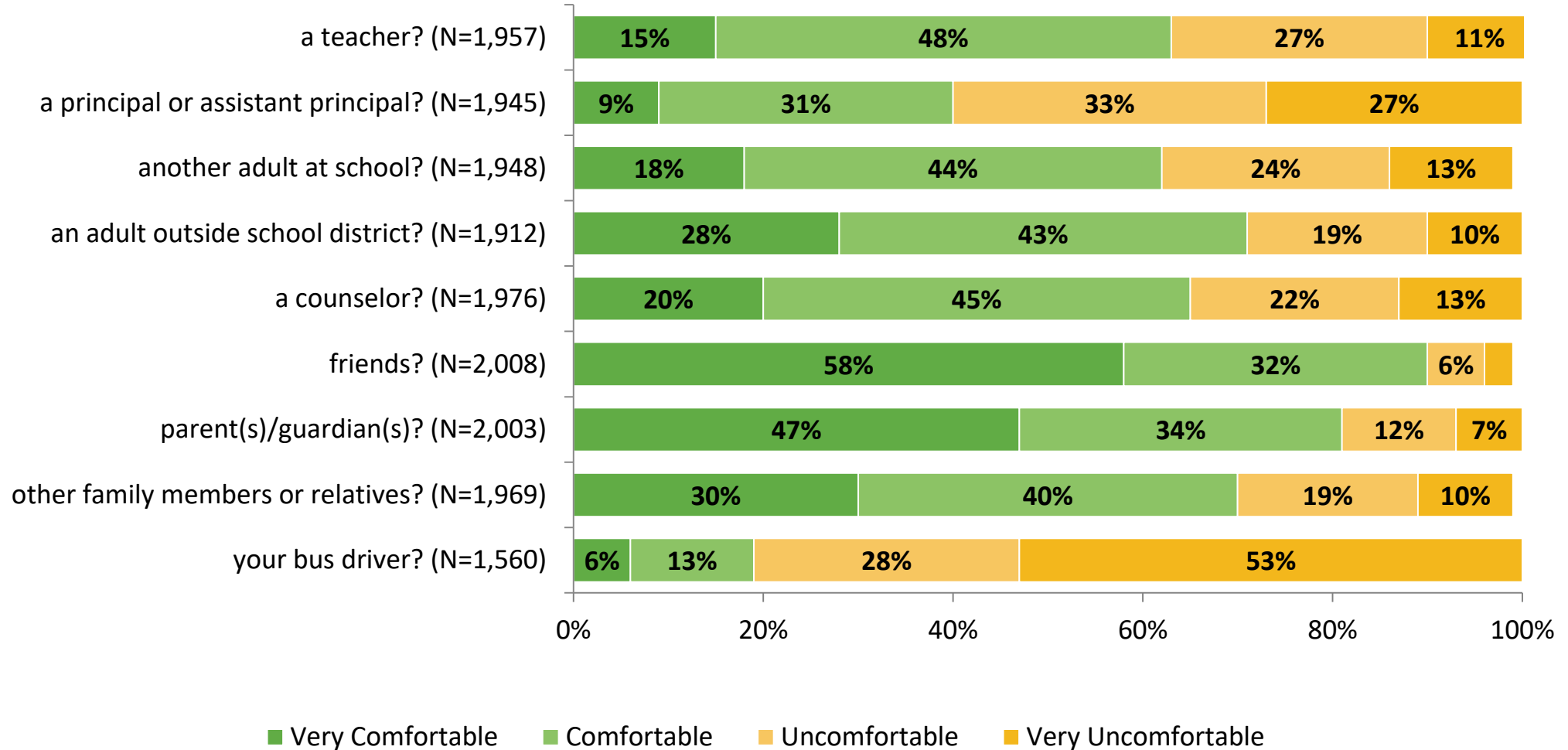
If your oldest child had an issue at school (academics/health/bullying), how comfortable would he/she/they feel talking about it with ...





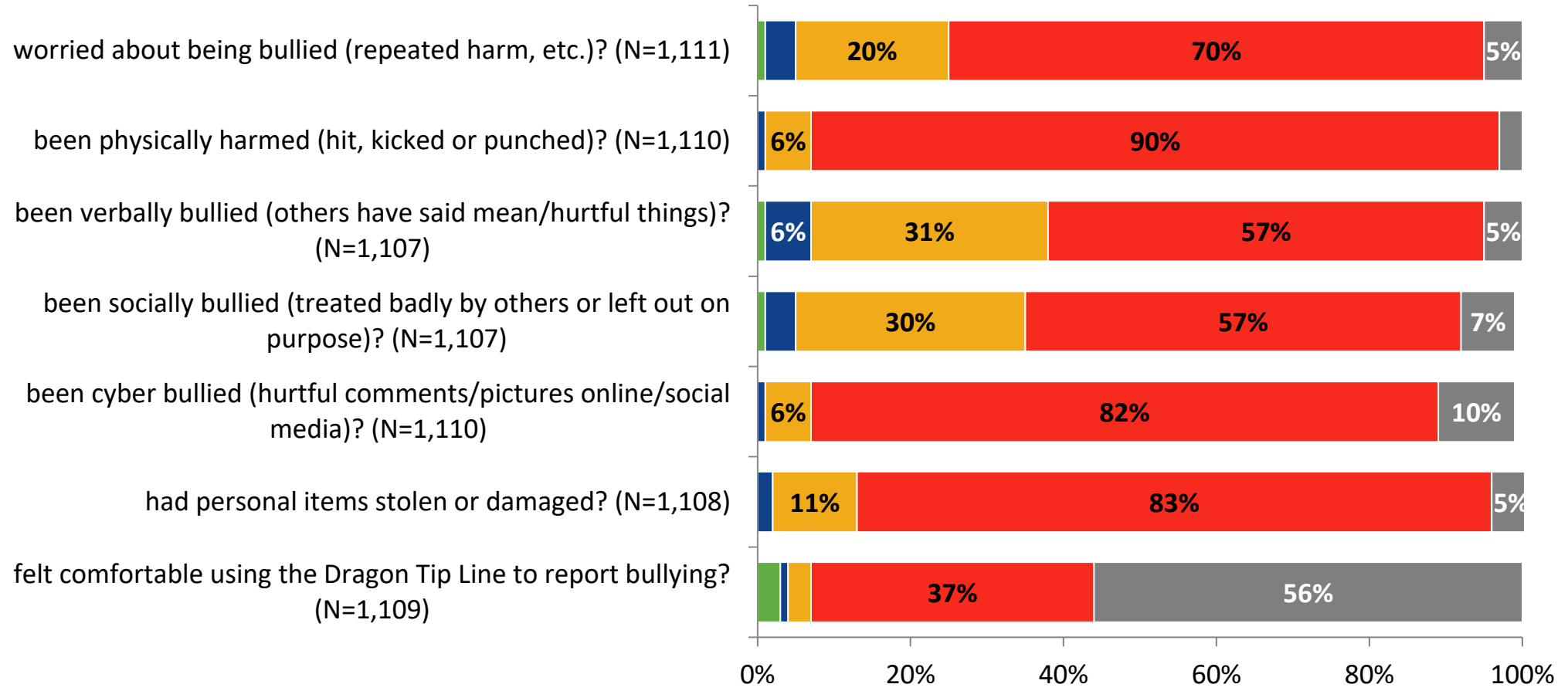
# Safety and Acceptance (Continued)

If you had an issue at school (academics/health/bullying), how comfortable would you feel talking about it with ...



# Safety and Acceptance (Continued)

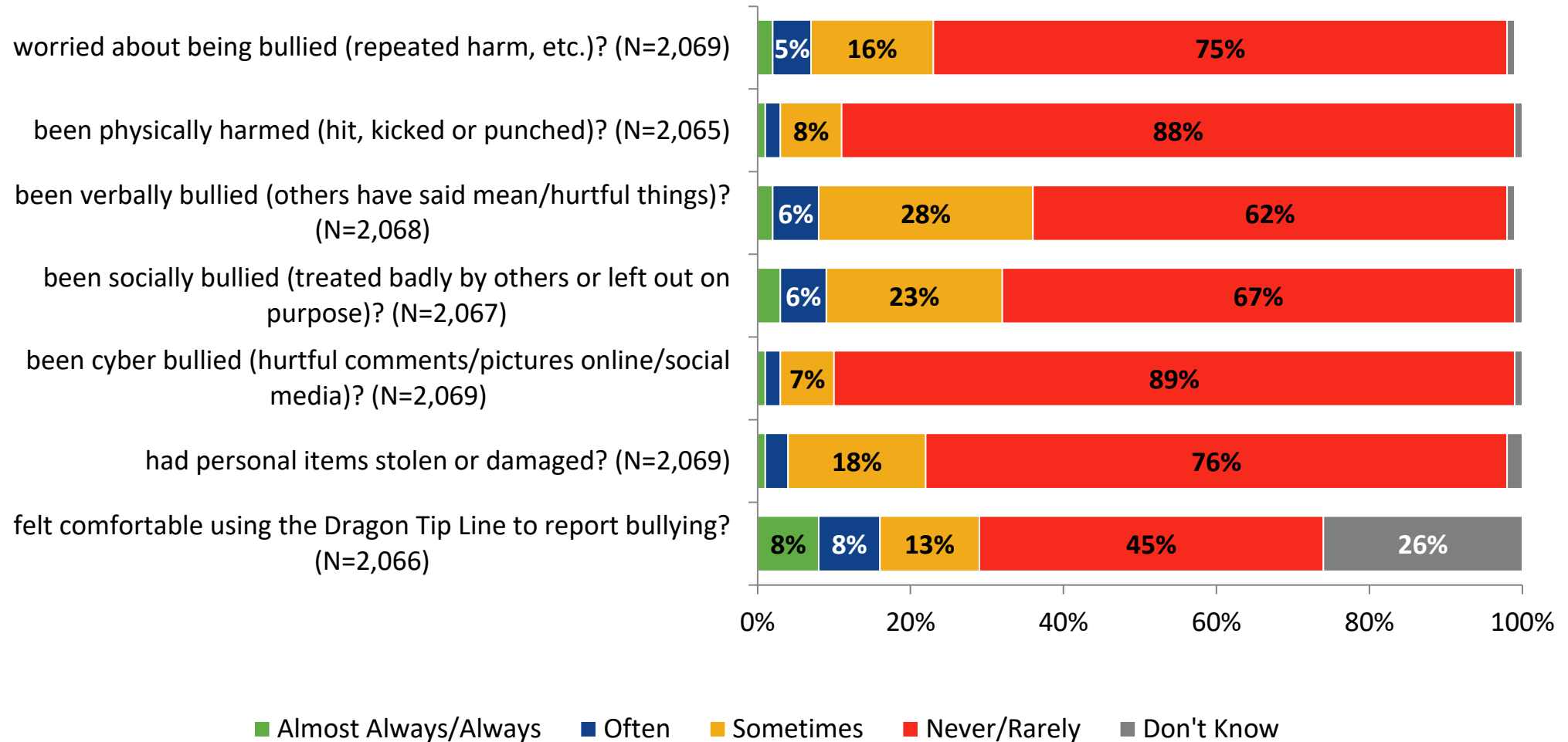
At school this year, how often has your oldest child ...



■ Almost Always/Always ■ Often ■ Sometimes ■ Never/Rarely ■ Don't Know

# Safety and Acceptance (Continued)

At school this year, how often have you ...

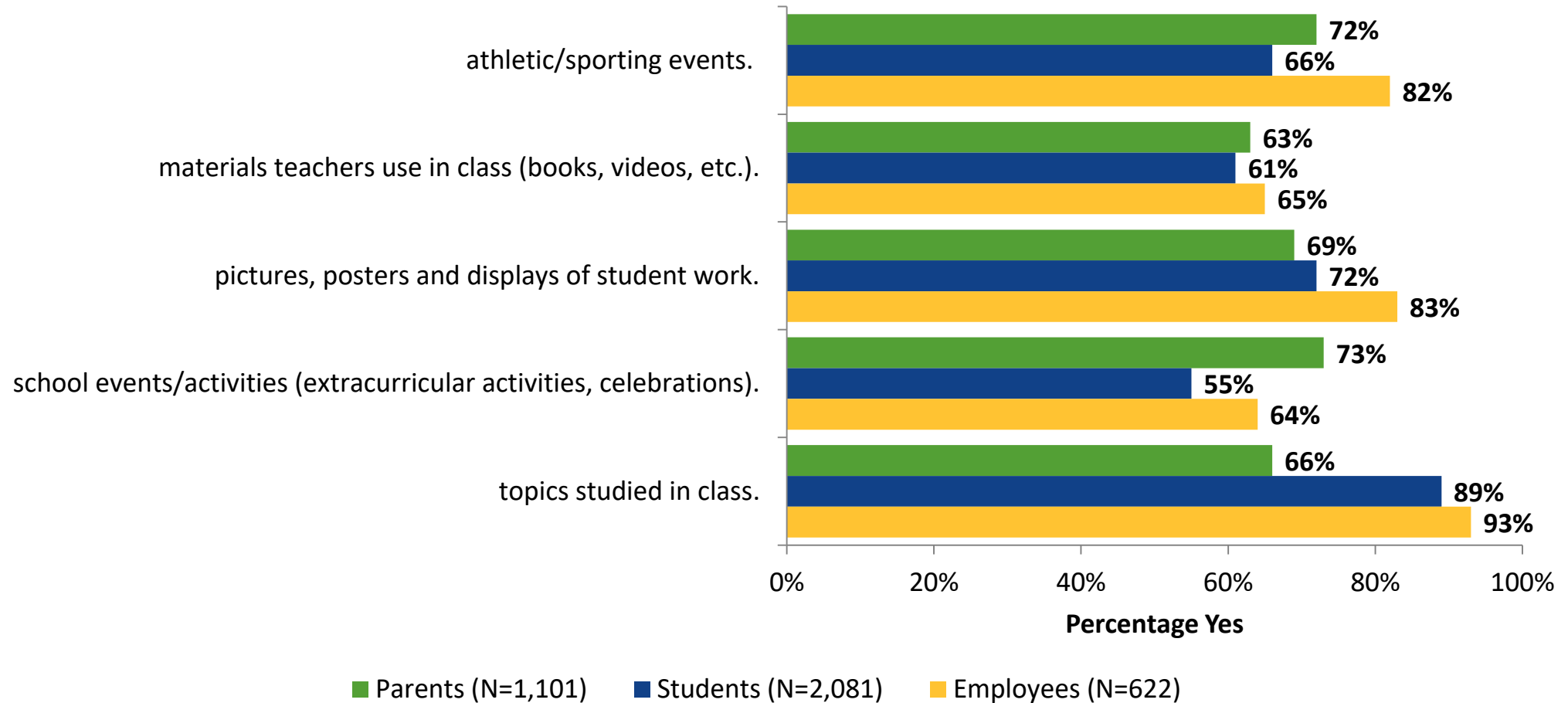


# Inclusion

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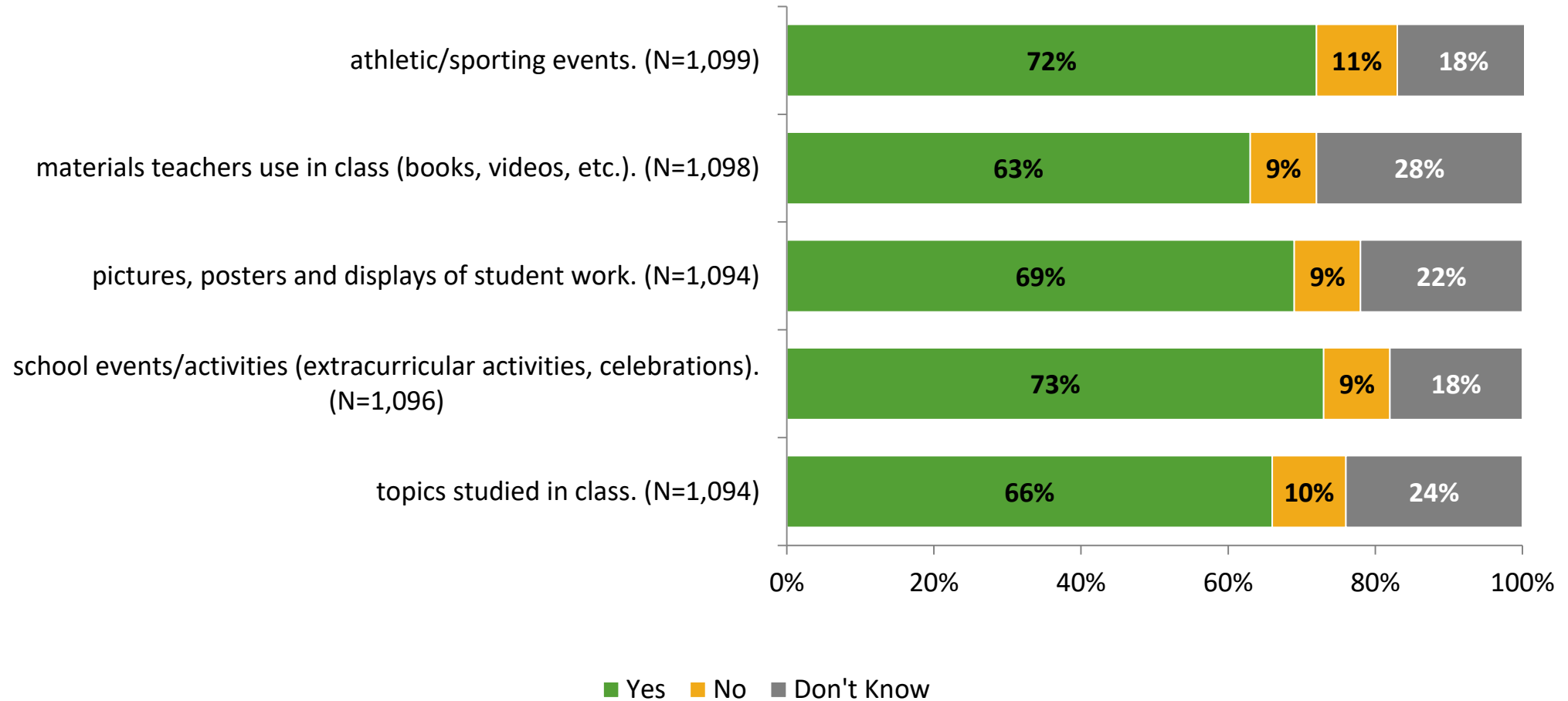
# Inclusion by Stakeholder Group

At schools in this district, I feel people who look like my child/children are reflected positively in ...



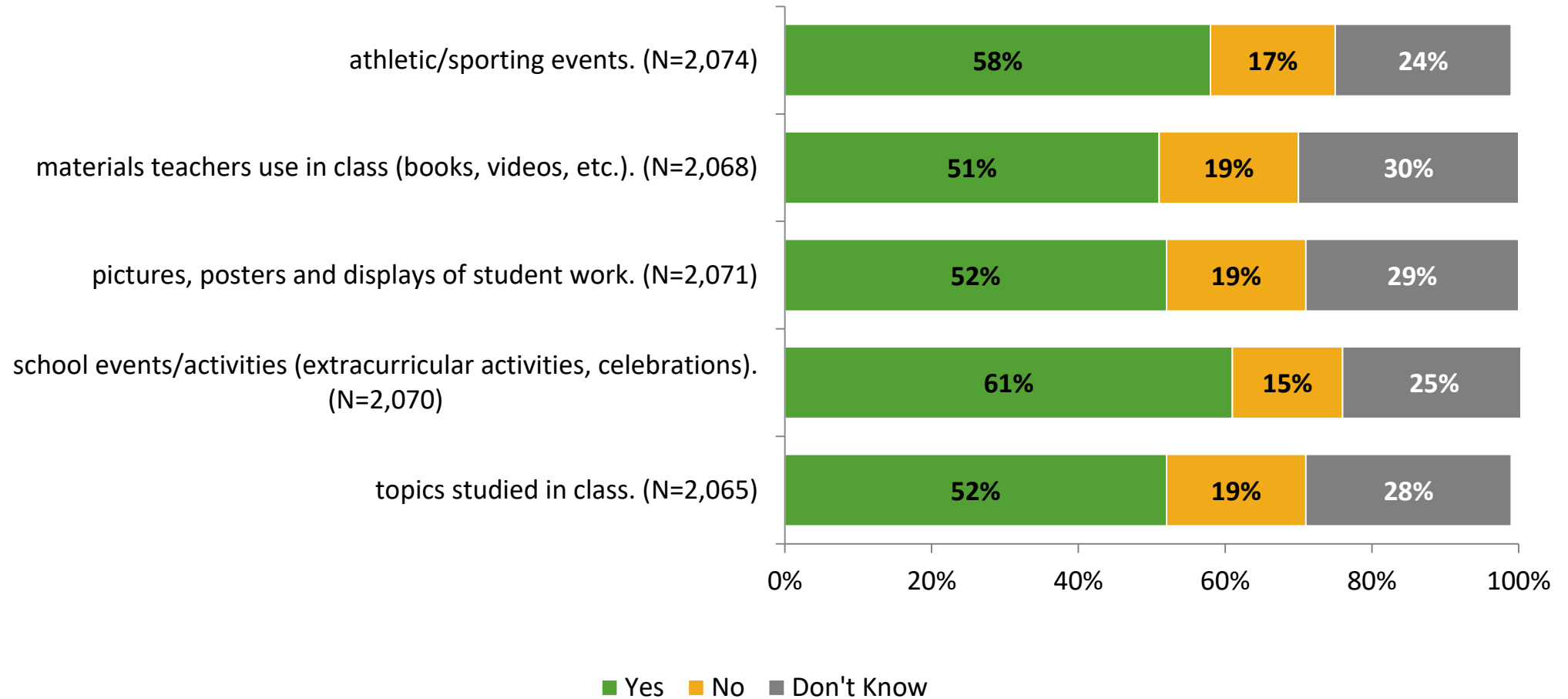
# Inclusion

At schools in this district, I feel people who look like my child/children are reflected positively in ...



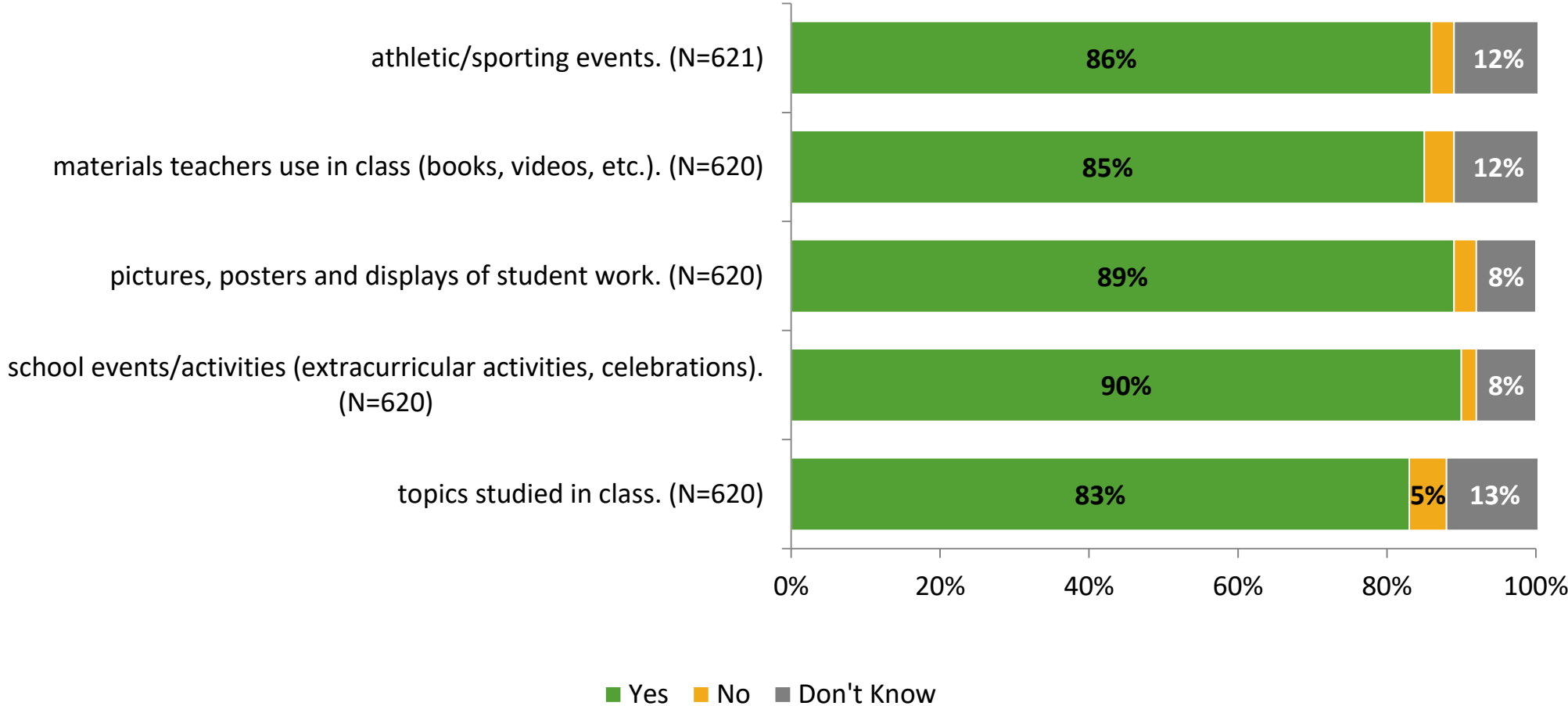
# Inclusion

At my school, I feel people who look like me are reflected positively in ...



# Inclusion

At schools in this district, I feel people who look like me are reflected positively in ...



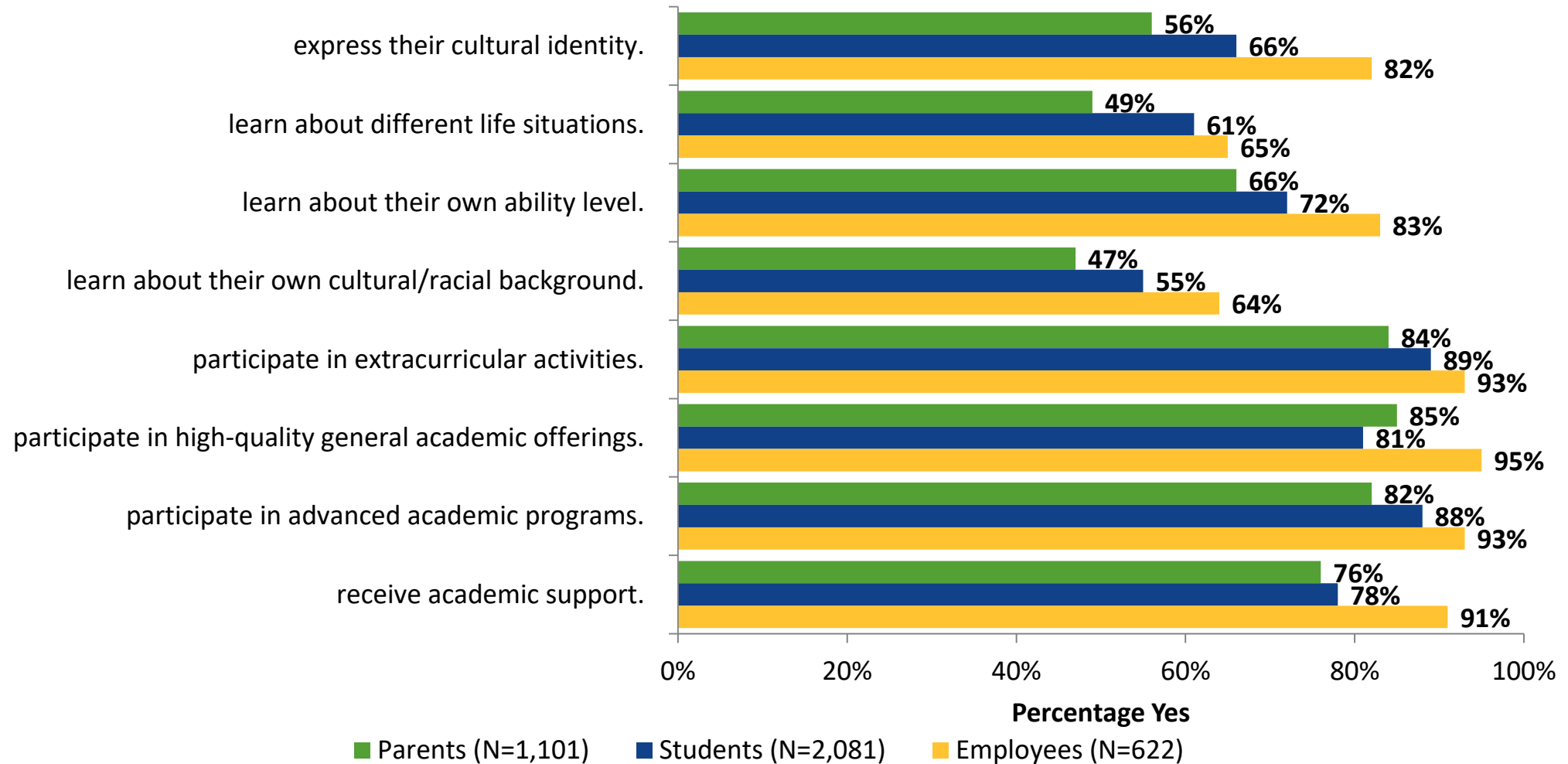


# Access and Opportunities

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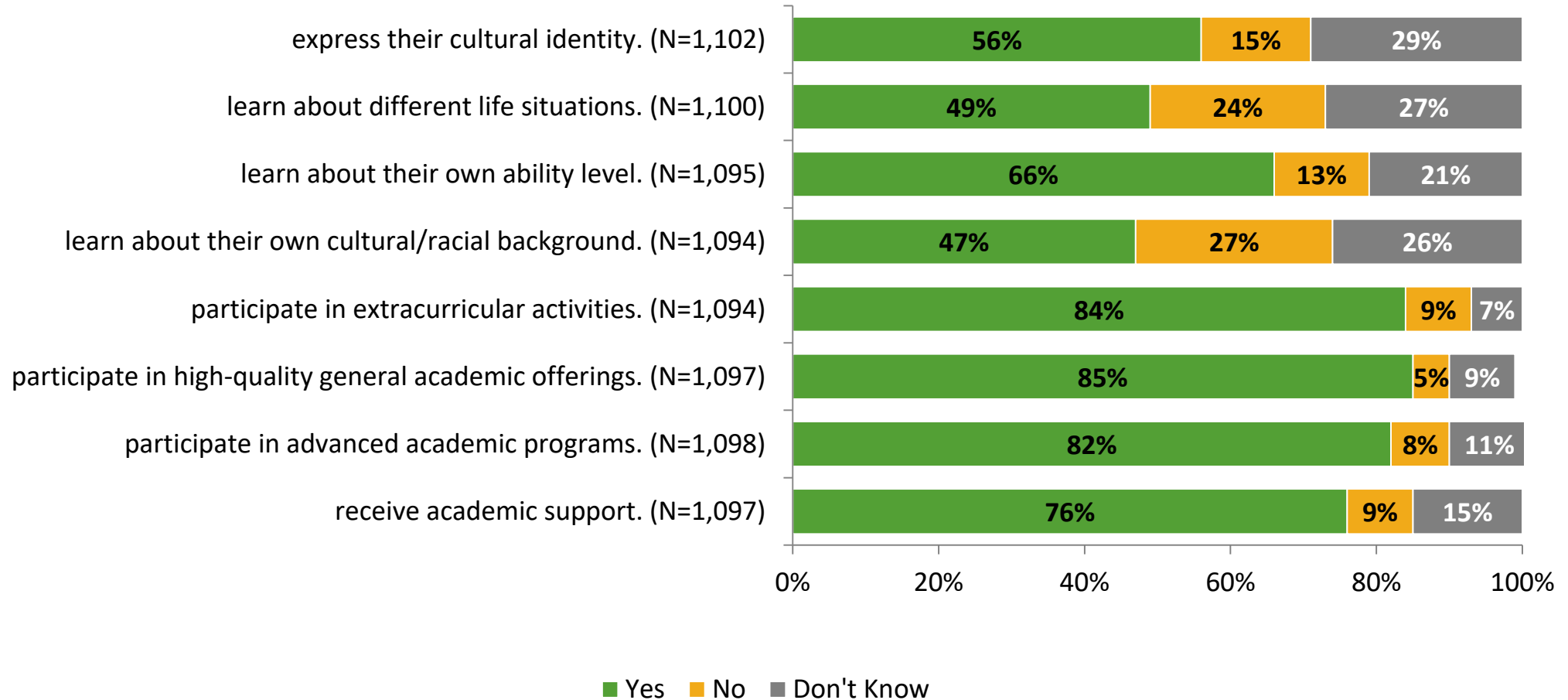
# Access and Opportunities by Stakeholder Group

At schools in this district, all students have the opportunities to ...



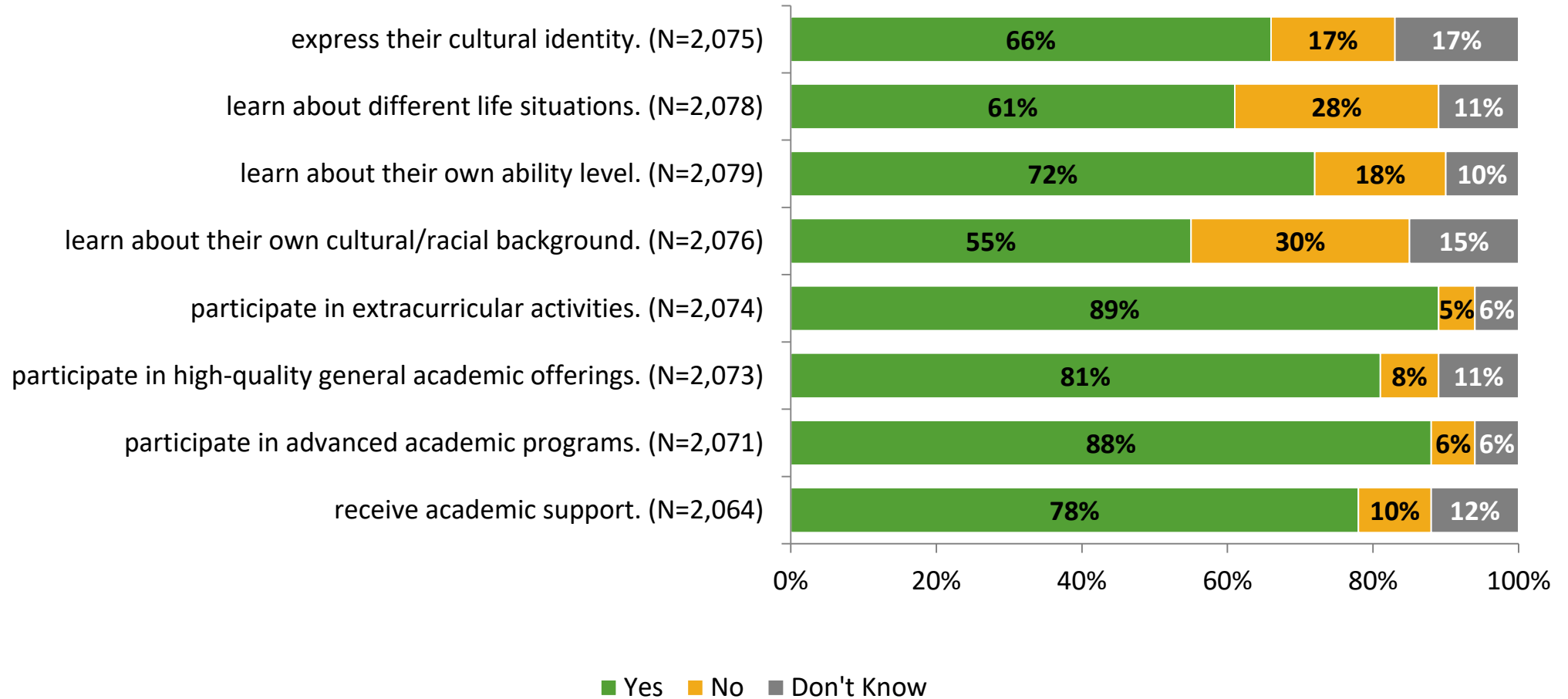
# Access and Opportunities

At schools in this district, all students have the opportunities to ...



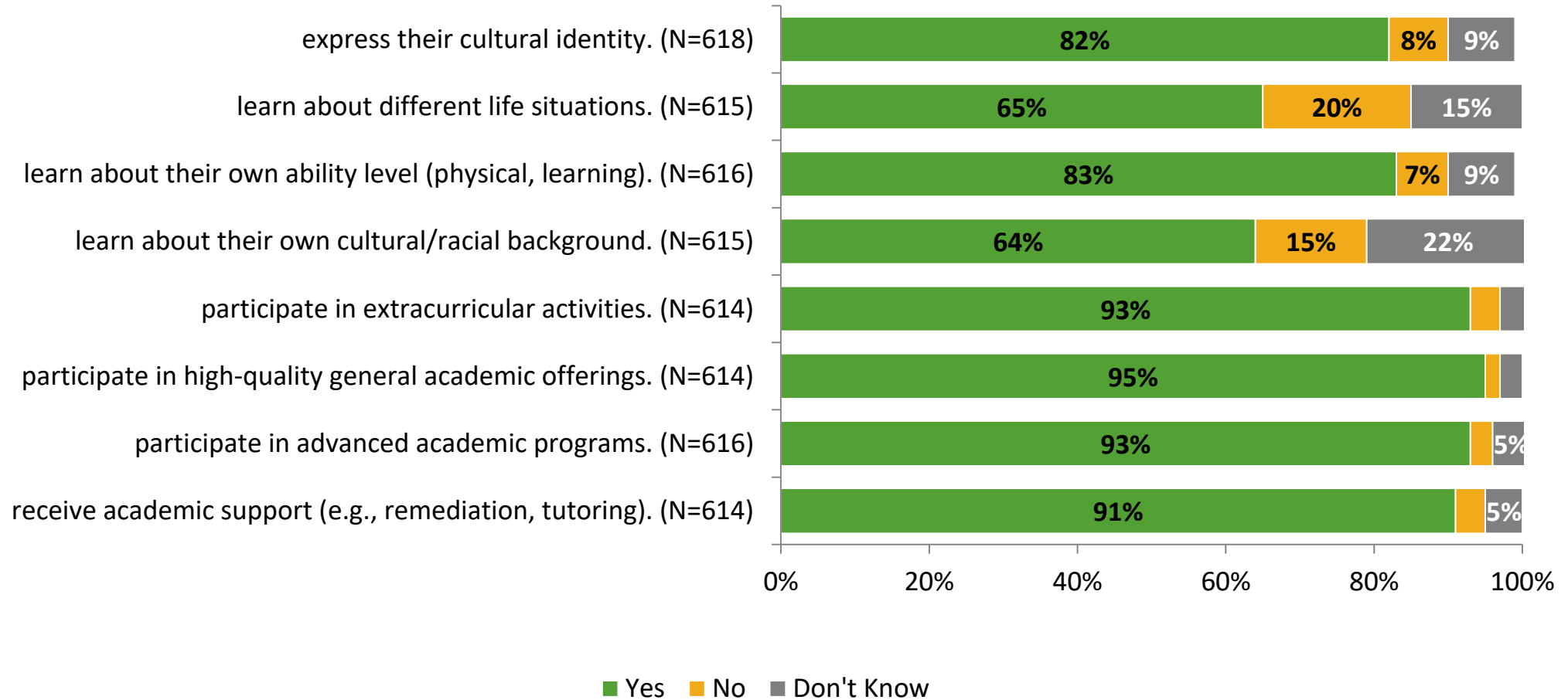
# Access and Opportunities

At my school, all students have the opportunities to ...



# Access and Opportunities

At schools in this district, all students have the opportunities to ...

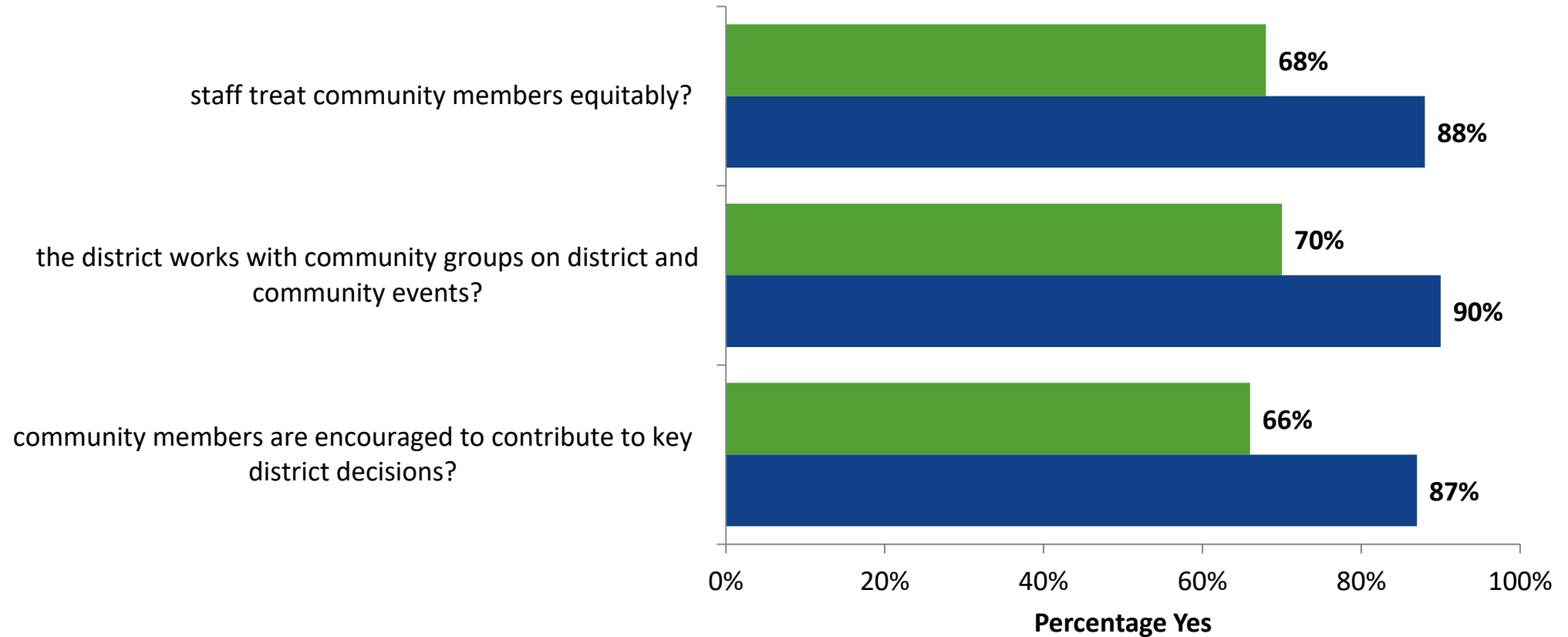


# Community Engagement

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# Community Engagement by Stakeholder Group

Thinking about Carroll ISD, do you feel ...

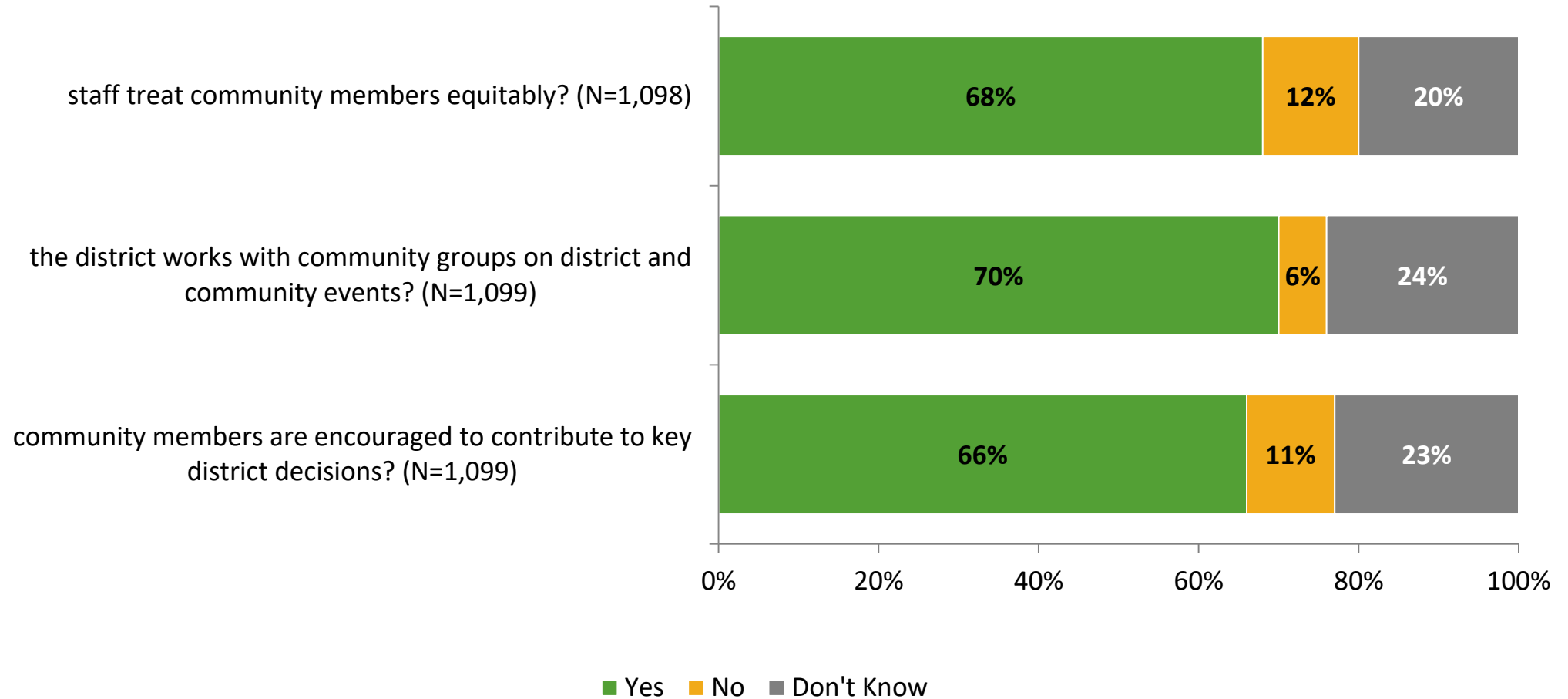


■ Parents (N=1,135) ■ Employees (N=622)

Note: The text of the question differs slightly for each respondent group. The graph/table in this report show the text for the Parents survey. These questions were not asked to students.

# Community Engagement

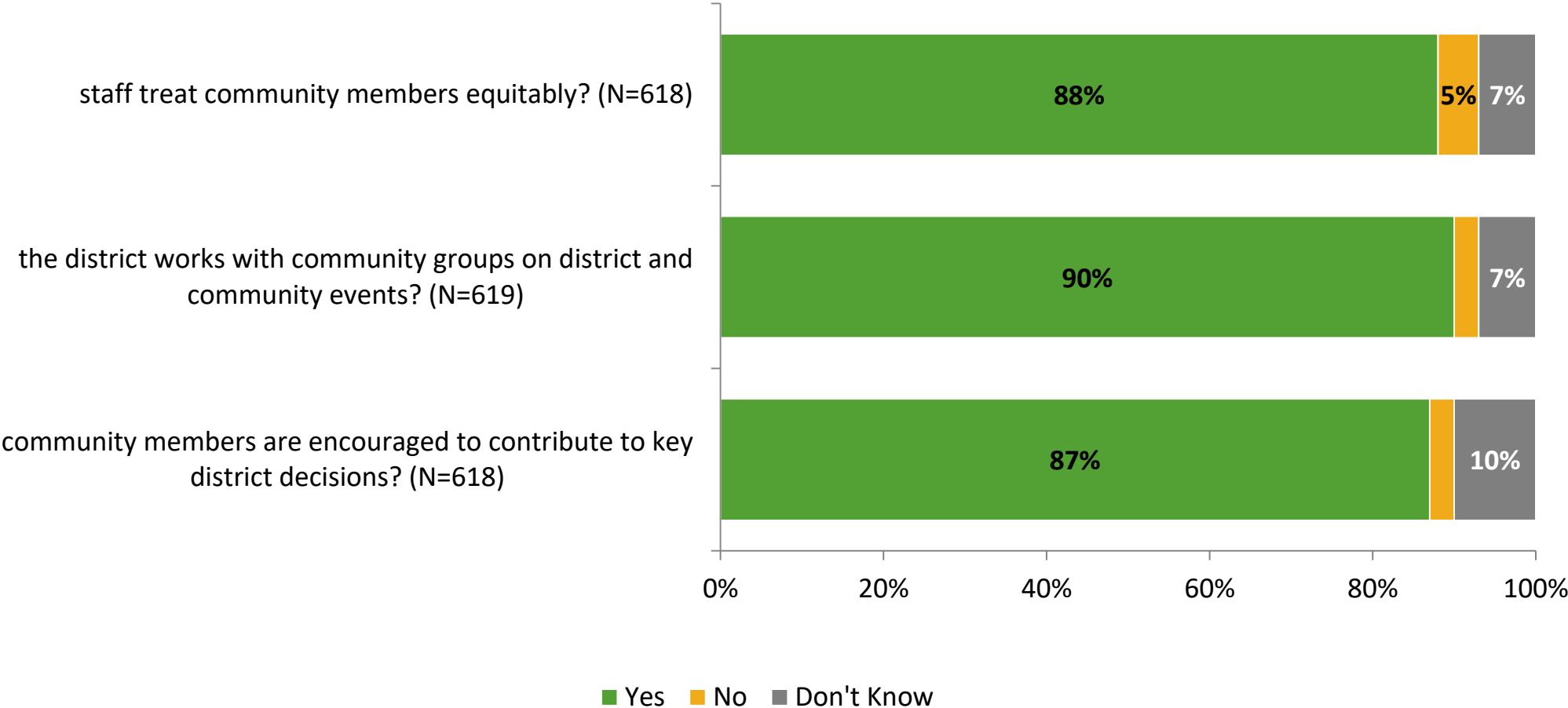
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# Community Engagement

Thinking about Carroll ISD, do you feel ...

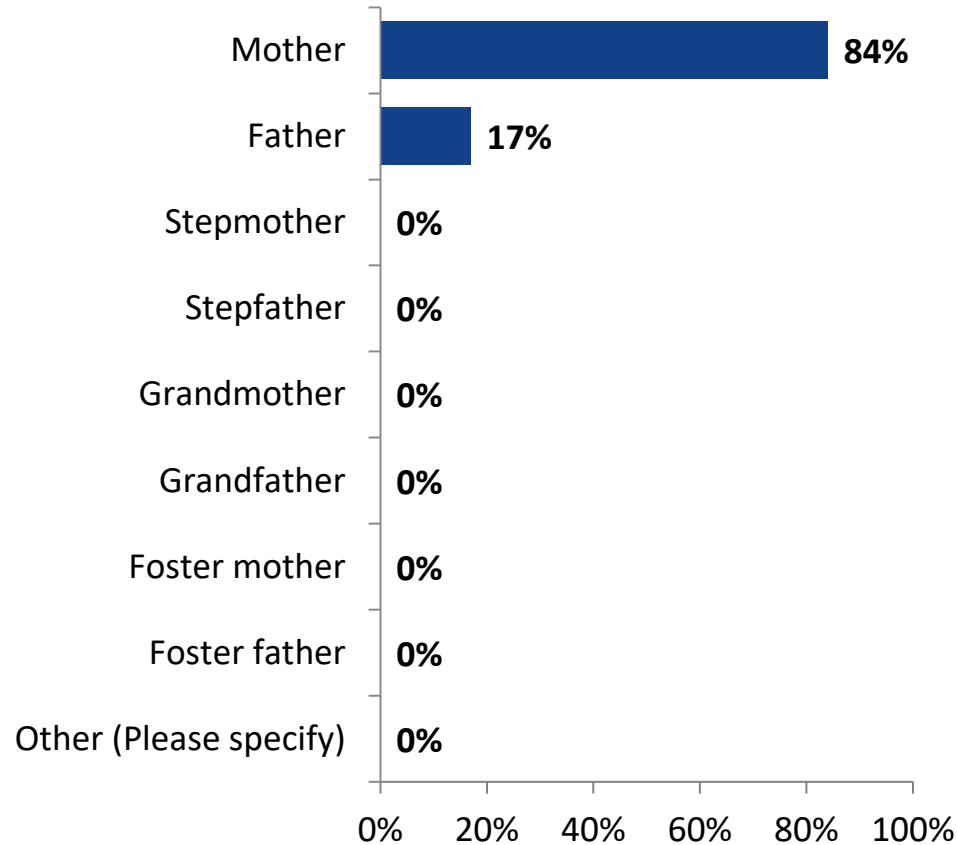


# Parent Demographics

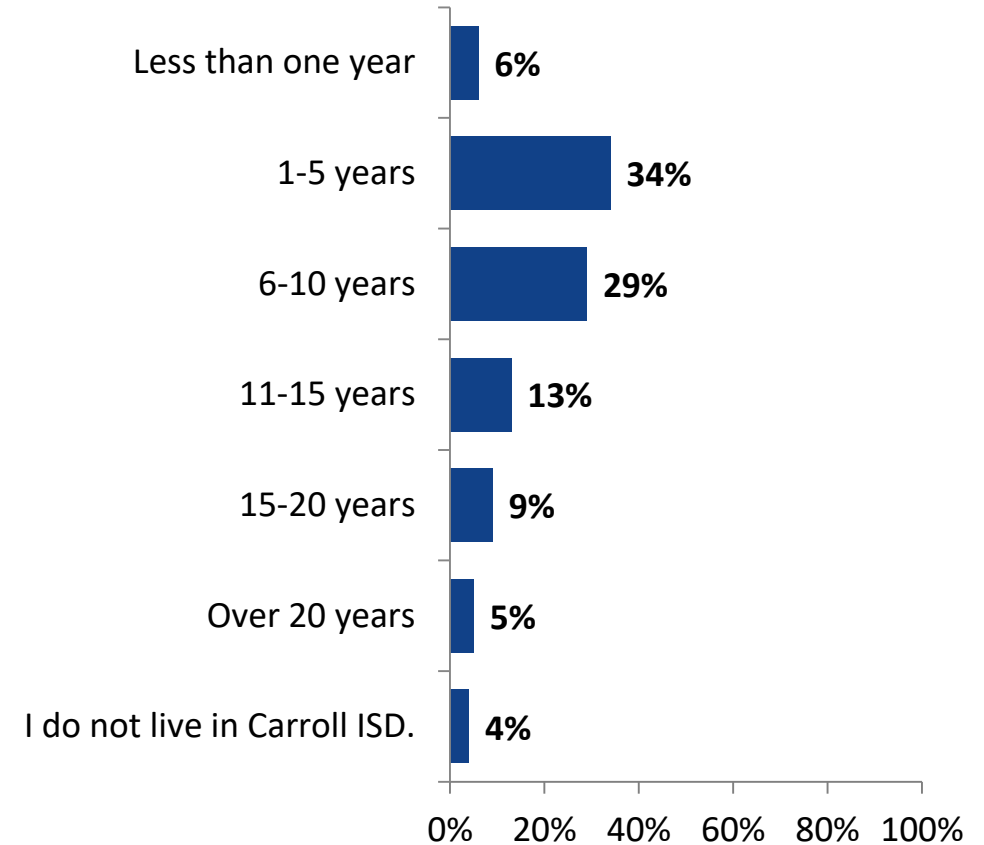
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# Primary's Demographics

What is your relationship to the child/children in your home who attend(s) school in Carroll ISD? (N=1,130)

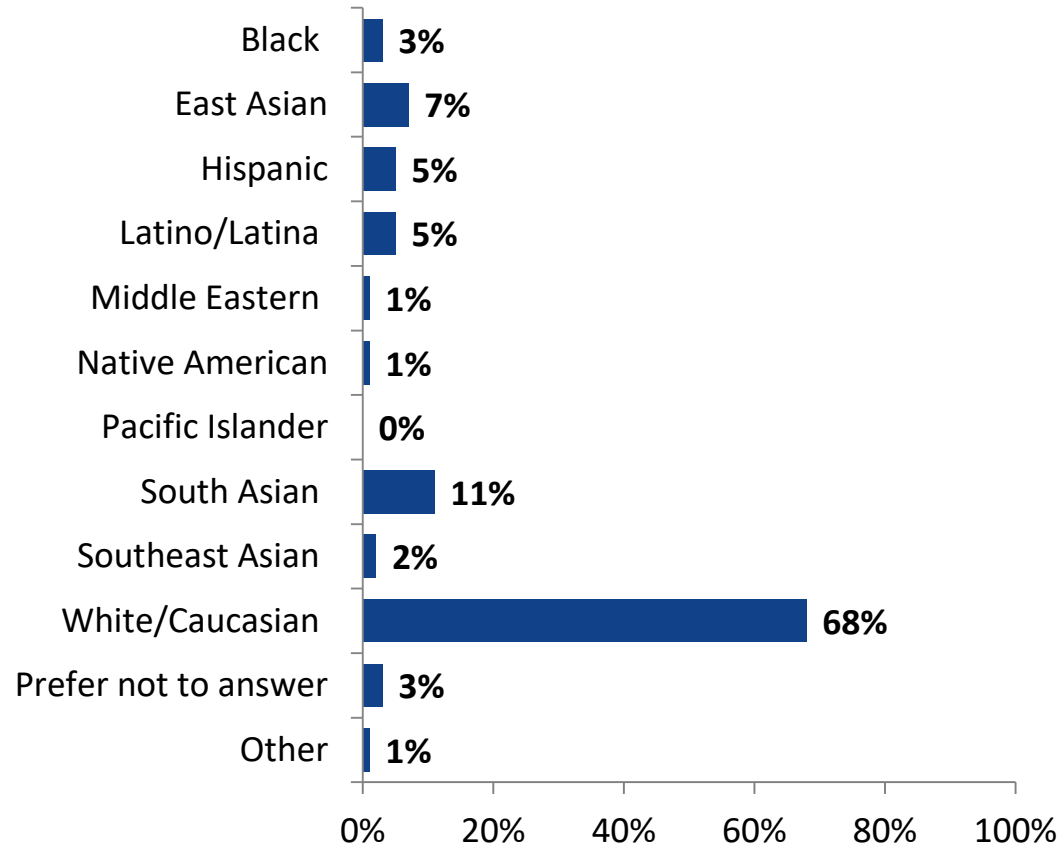


How many years have you lived in Carroll ISD? (N=1,130)

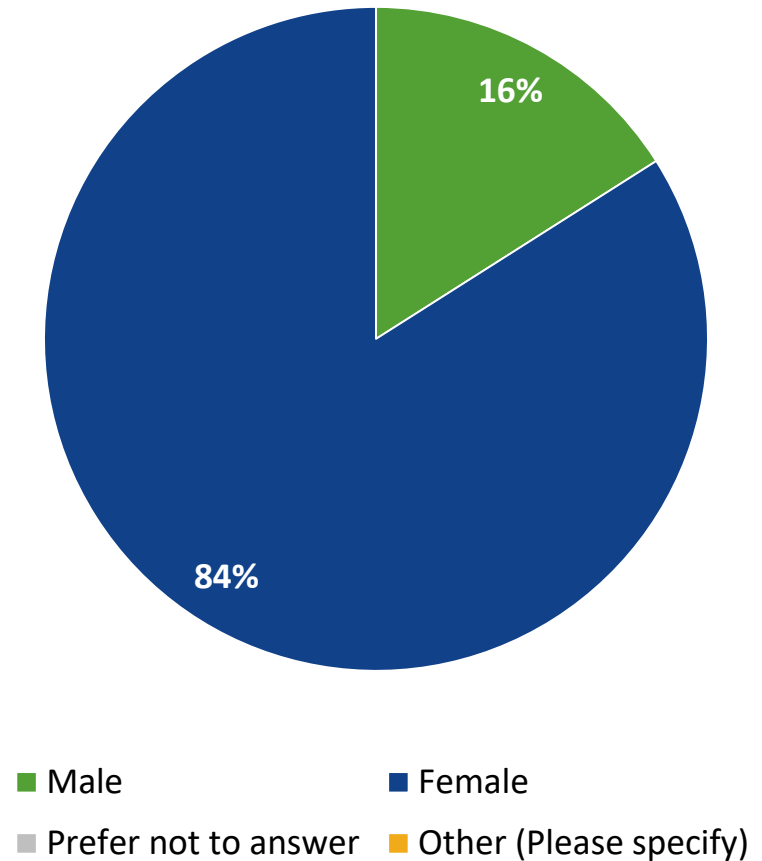


# Primary's Demographics (Continued)

What is your race/ethnicity? (N=1,128)

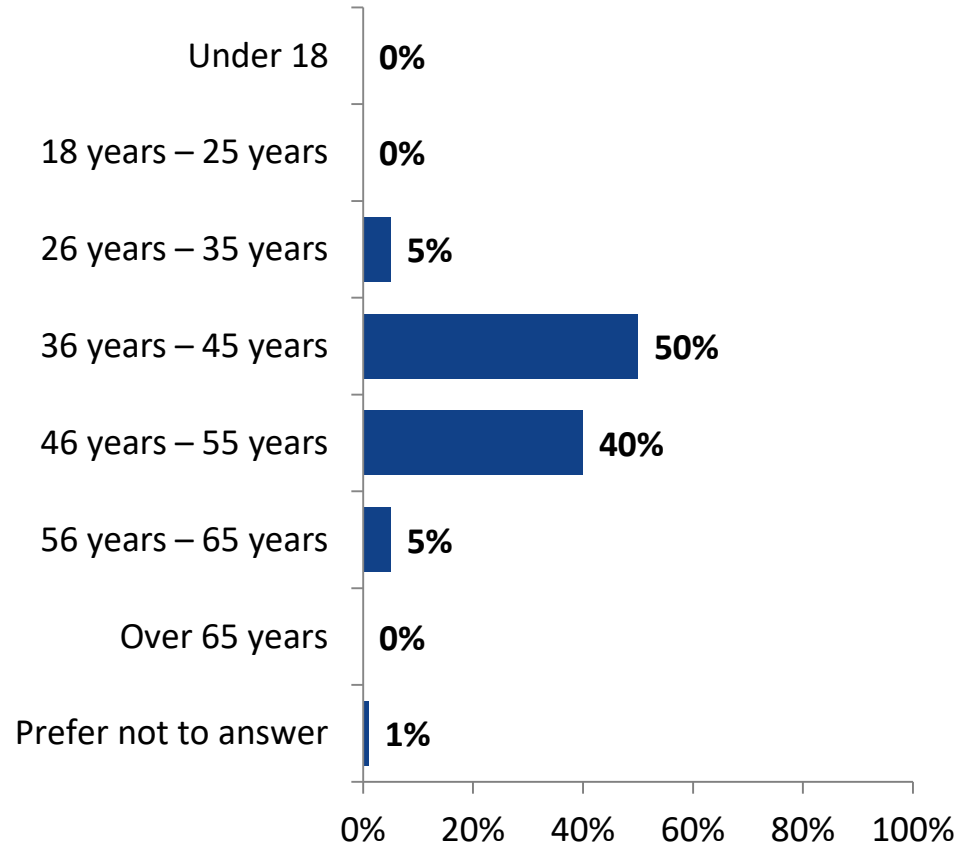


Which of the following best describes your gender? (N=1,128)

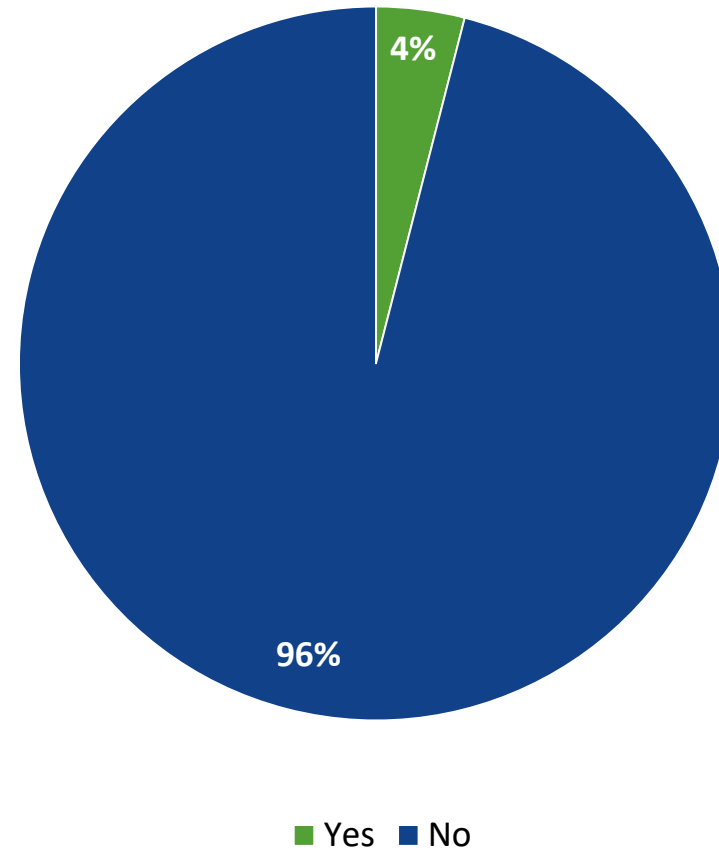


# Primary's Demographics (Continued)

Which of the following best describes your age range? (N=1,128)



Have you ever been a student in a Carroll ISD school? (N=1,129)



## Primary's Demographics (Continued)

What is your country of birth? (N=1,120)

Response	Count (N)	Percentage (%)
Brazil	12	1%
Canada	16	1%
China	33	3%
India	74	7%
Mexico	16	1%
Pakistan	24	2%
South Korea	11	1%
United Kingdom	15	1%
United States of America	820	73%
Vietnam	7	1%
Other	6	1%

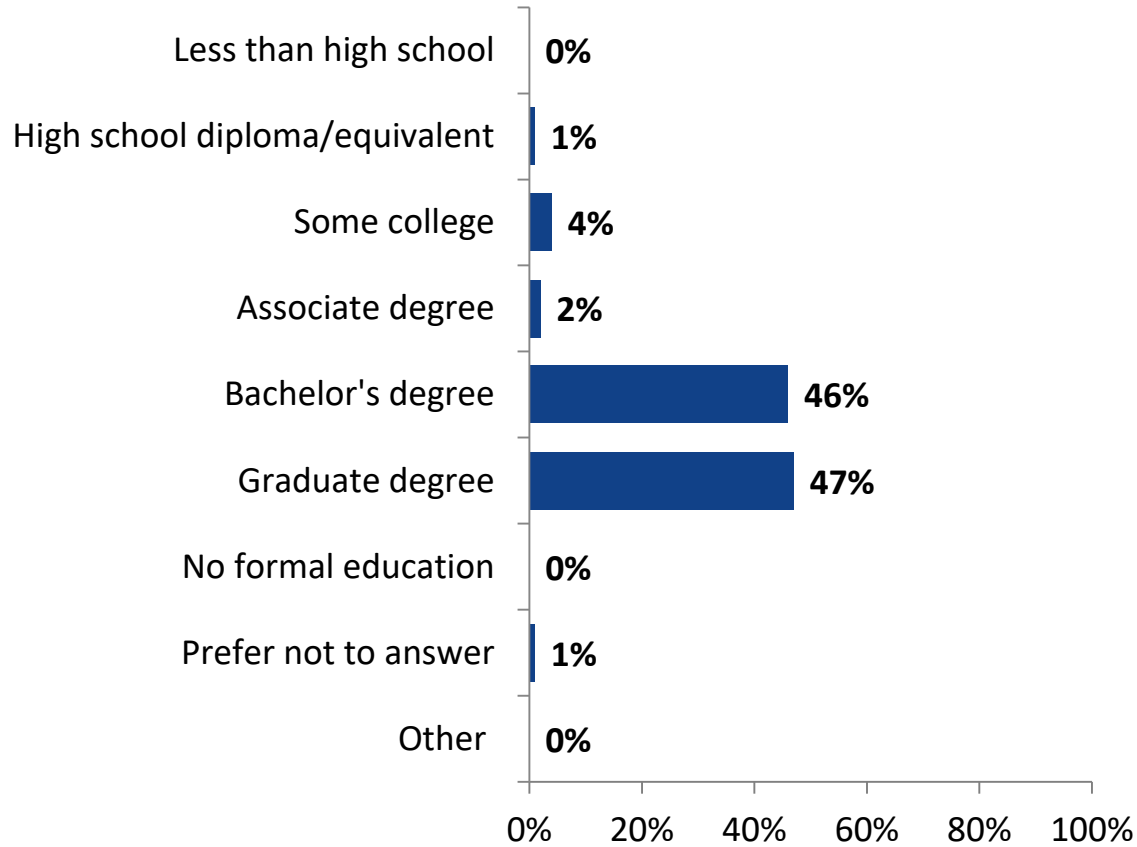
## Primary's Demographics (Continued)

What is your religion and/or faith? (N=1,124)

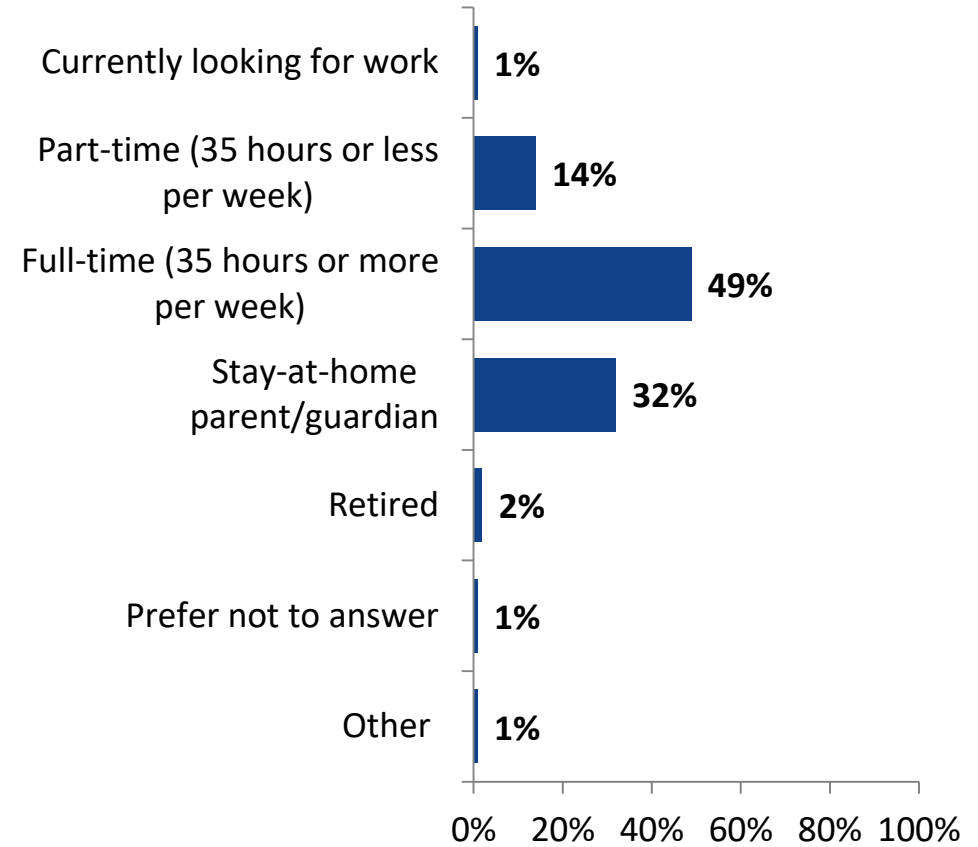
Response	Count (N)	Percentage (%)	Response	Count (N)	Percentage (%)
Agnosticism (Agnostic)	26	2%	Jesus Christ of Latter-day Saints (Mormon)	10	1%
Bahai (Bahais)	2	0%	Judaism (Jewish)	20	2%
Buddhism (Buddhist)	11	1%	Scientology	0	0%
Catholicism (Catholic)	199	18%	Sikhism (Sikh)	2	0%
Christianity (Christian)	574	51%	Spiritual, but not religious	45	4%
Hinduism (Hindu)	66	6%	No religion	71	6%
Islam (Muslim)	46	4%	Prefer not to answer	39	3%
Jainism (Jain)	2	0%	Other	10	1%
Jehovah's Witness	1	0%			

# Primary's Demographics (Continued)

What is your highest level of education? (N=1,127)



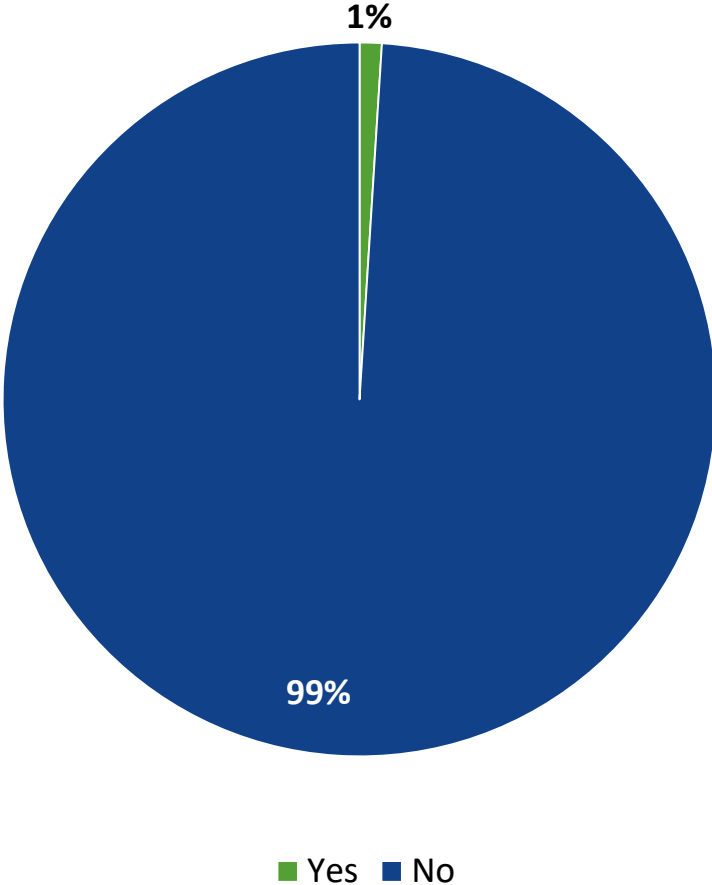
What is your current employment status? (N=1,129)





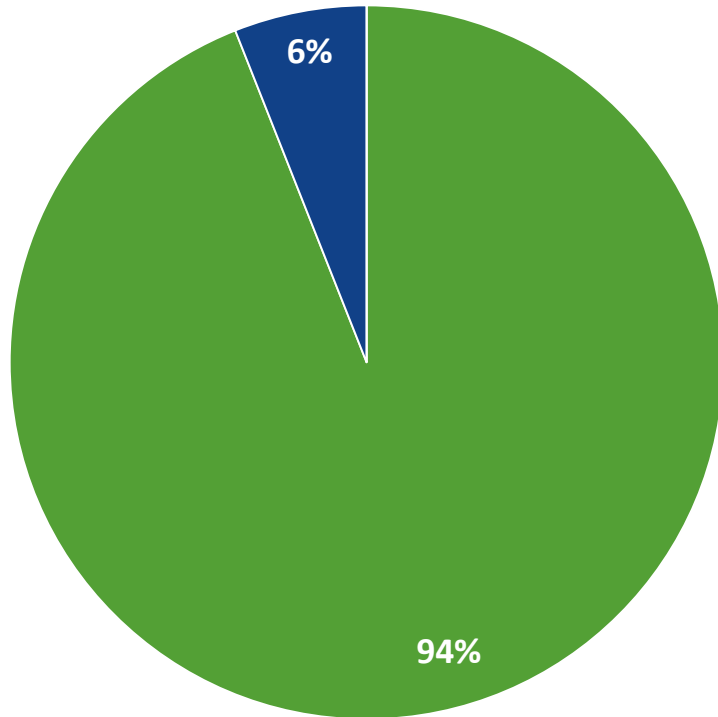
# Military

Are you, or is anyone in your home, an active-duty member of the military? (N=1,130)



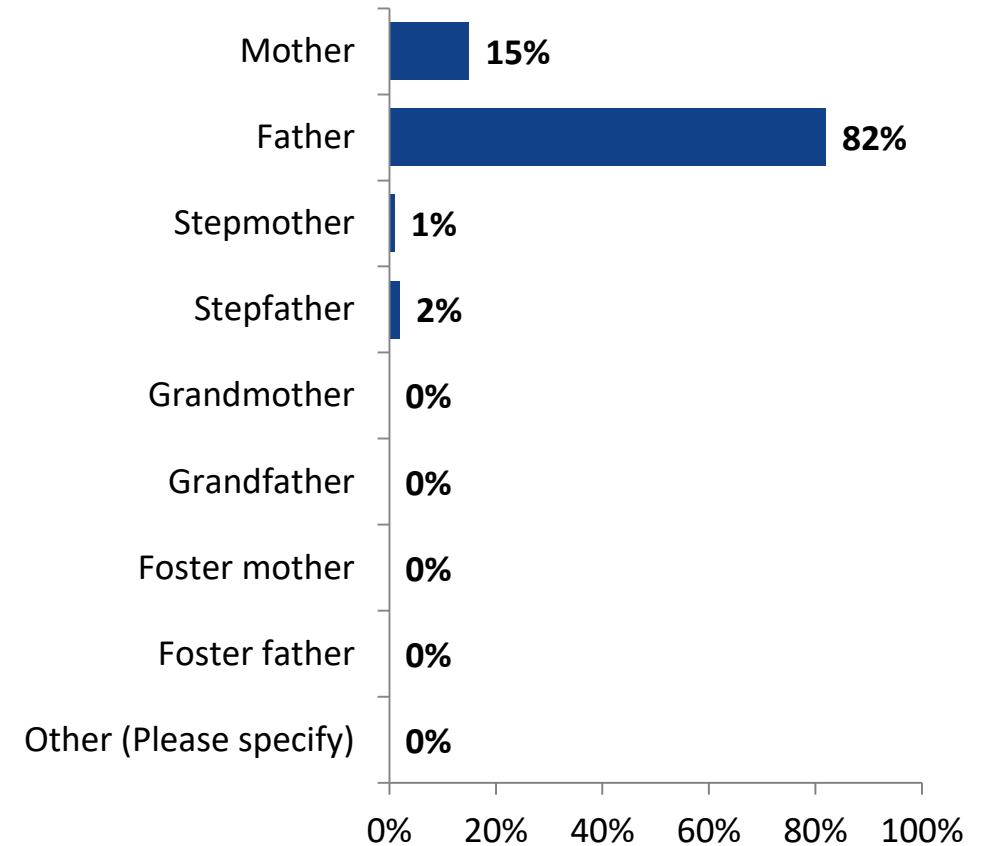
# Secondary's Demographics

Is there a second parent or guardian living in your home?  
(N=1,130)



■ Yes ■ No ■ Other (Please specify)

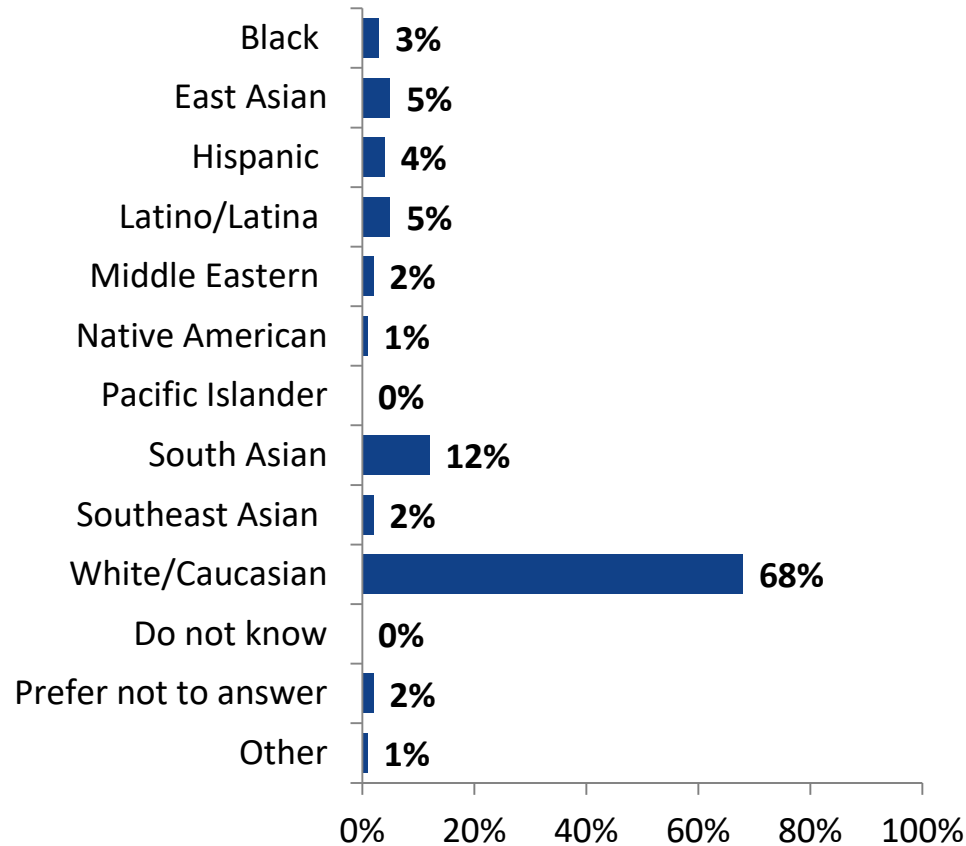
What is the second parent's or guardian's relationship to the child/children in your home who attend(s) school in Carroll ISD? (N=1,061)



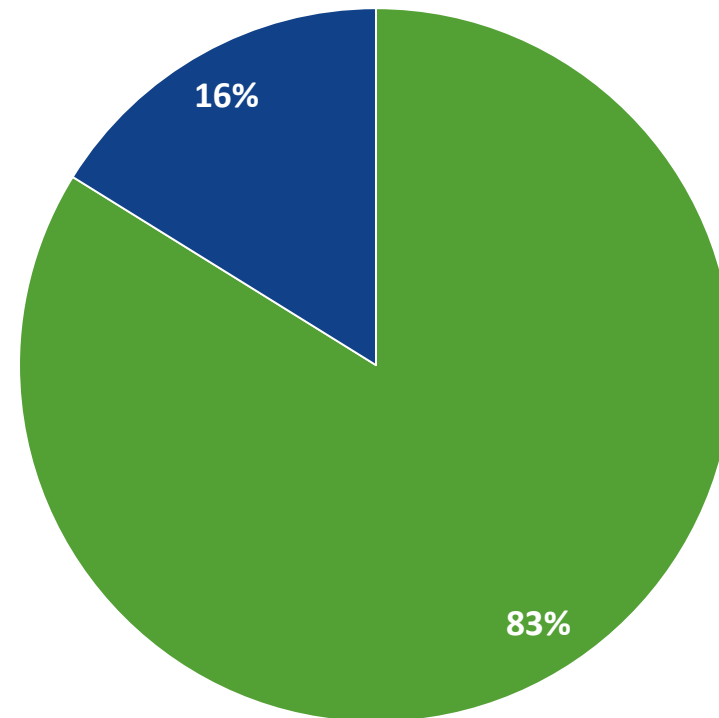
*Note: The sum of percentages may exceed 100% because participants could select more than one response option. Only those who selected 'yes' there is a second parent/guardian answered this question.*

## Secondary's Demographics (Continued)

What is the second parent's or guardian's race/ethnicity? (N=1,056)



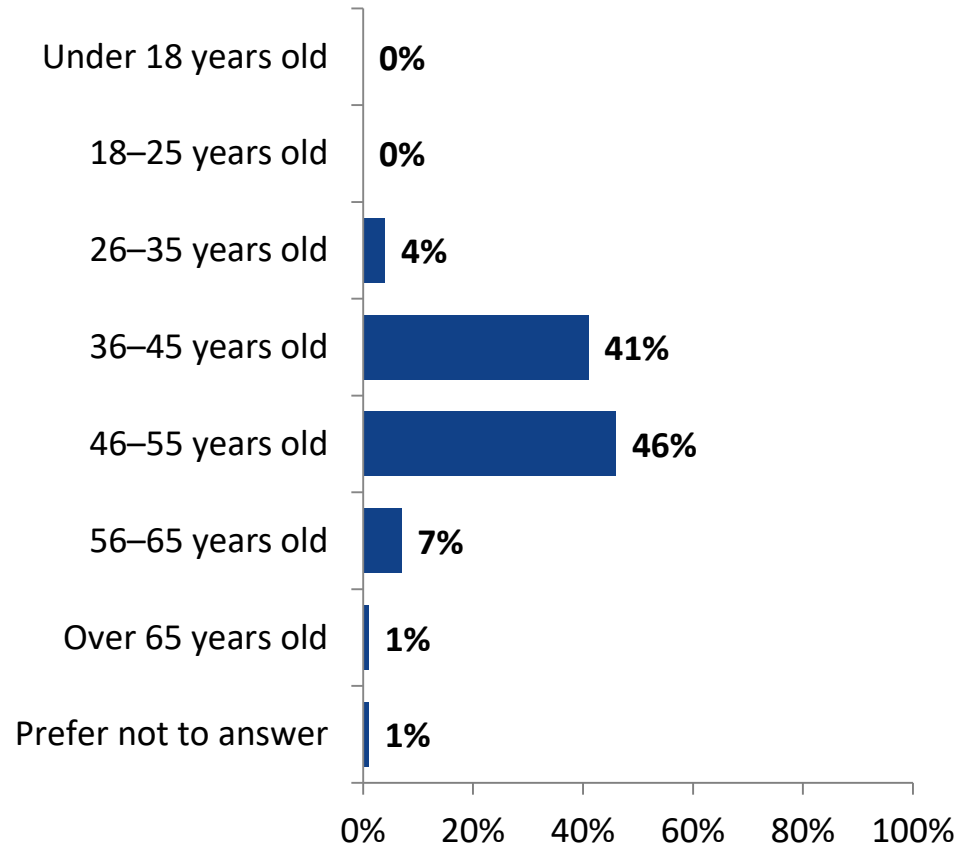
Which of the following best describes the second parent's or guardian's gender? (N=1,059)



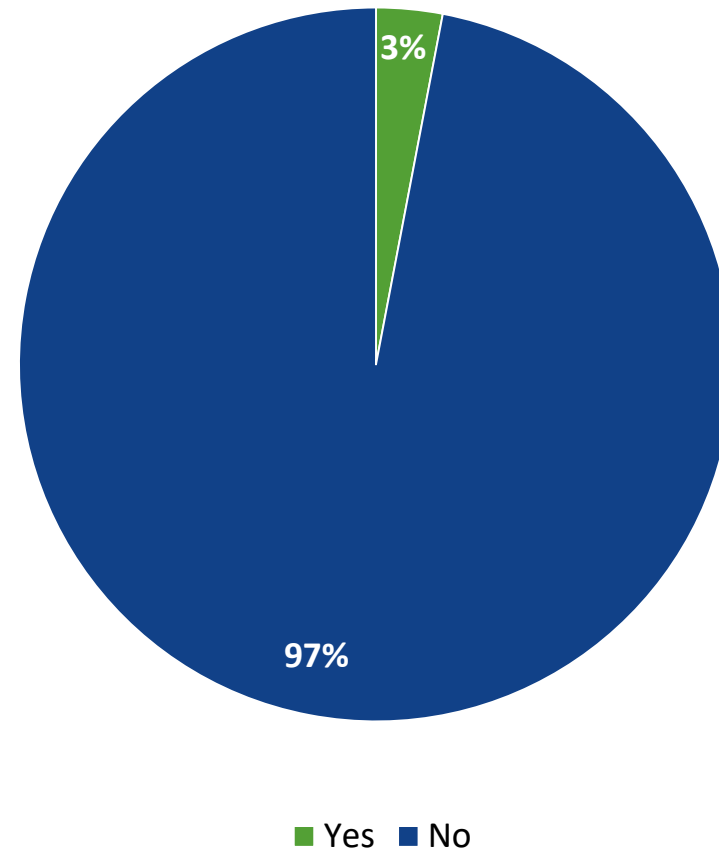
■ Male ■ Female ■ Prefer not to answer ■ Other

## Secondary's Demographics (Continued)

Which of the following best describes the second parent's or guardian's age range? (N=1,056)



Was the second parent or guardian ever a student in a Carroll ISD school? (N=1,056)



<sup>60</sup> Note: Only those who selected 'yes' there is a second parent/guardian answered these questions.

## Secondary's Demographics (Continued)

What is the second parent's or guardian's country of birth? (N=1,045)

Response	Count (N)	Percentage (%)
Brazil	10	1%
Canada	17	2%
China	25	2%
India	83	8%
Mexico	13	1%
Pakistan	20	2%
Peru	7	1%
United Kingdom	17	2%
United States of America	748	72%
Vietnam	9	1%
Other	7	1%

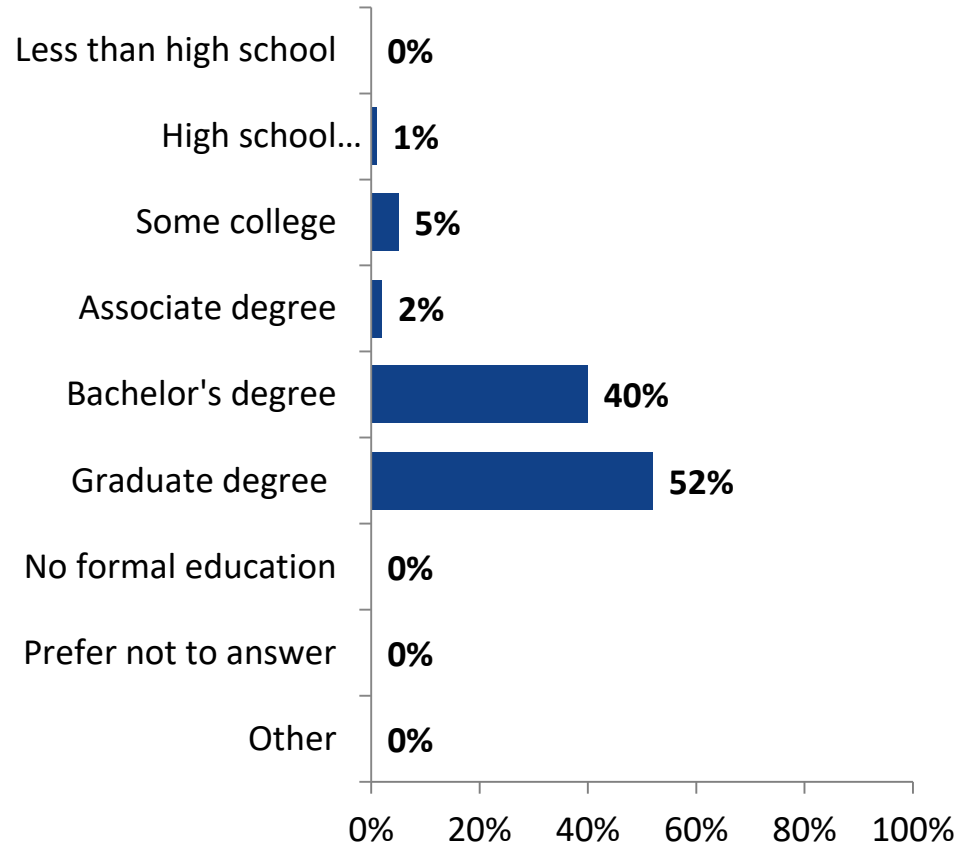
## Secondary's Demographics (Continued)

What is the second parent's/guardian's religion and/or faith? (N=1,053)

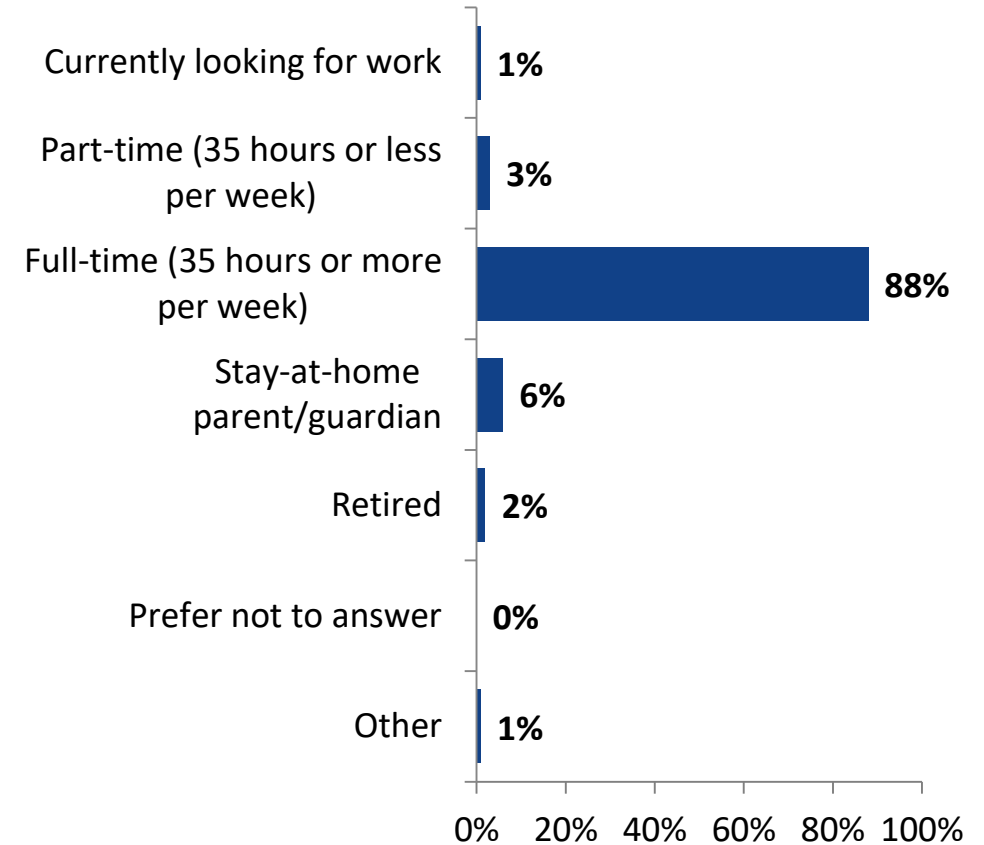
Response	Count (N)	Percentage (%)	Response	Count (N)	Percentage (%)
Agnosticism (Agnostic)	22	2%	Jesus Christ of Latter-day Saints (Mormon)	8	1%
Bahai (Bahais)	2	0%	Judaism (Jewish)	20	2%
Buddhism (Buddhist)	11	1%	Scientology	0	0%
Catholicism (Catholic)	186	18%	Sikhism (Sikh)	2	0%
Christianity (Christian)	519	49%	Spiritual, but not religious	35	3%
Hinduism (Hindu)	73	7%	No religion	84	8%
Islam (Muslim)	44	4%	Do not know	1	0%
Jainism (Jain)	2	0%	Prefer not to answer	33	3%
Jehovah's Witness	1	0%	Other	10	1%

## Secondary's Demographics (Continued)

What is the second parent's or guardian's highest level of education? (N=1,053)

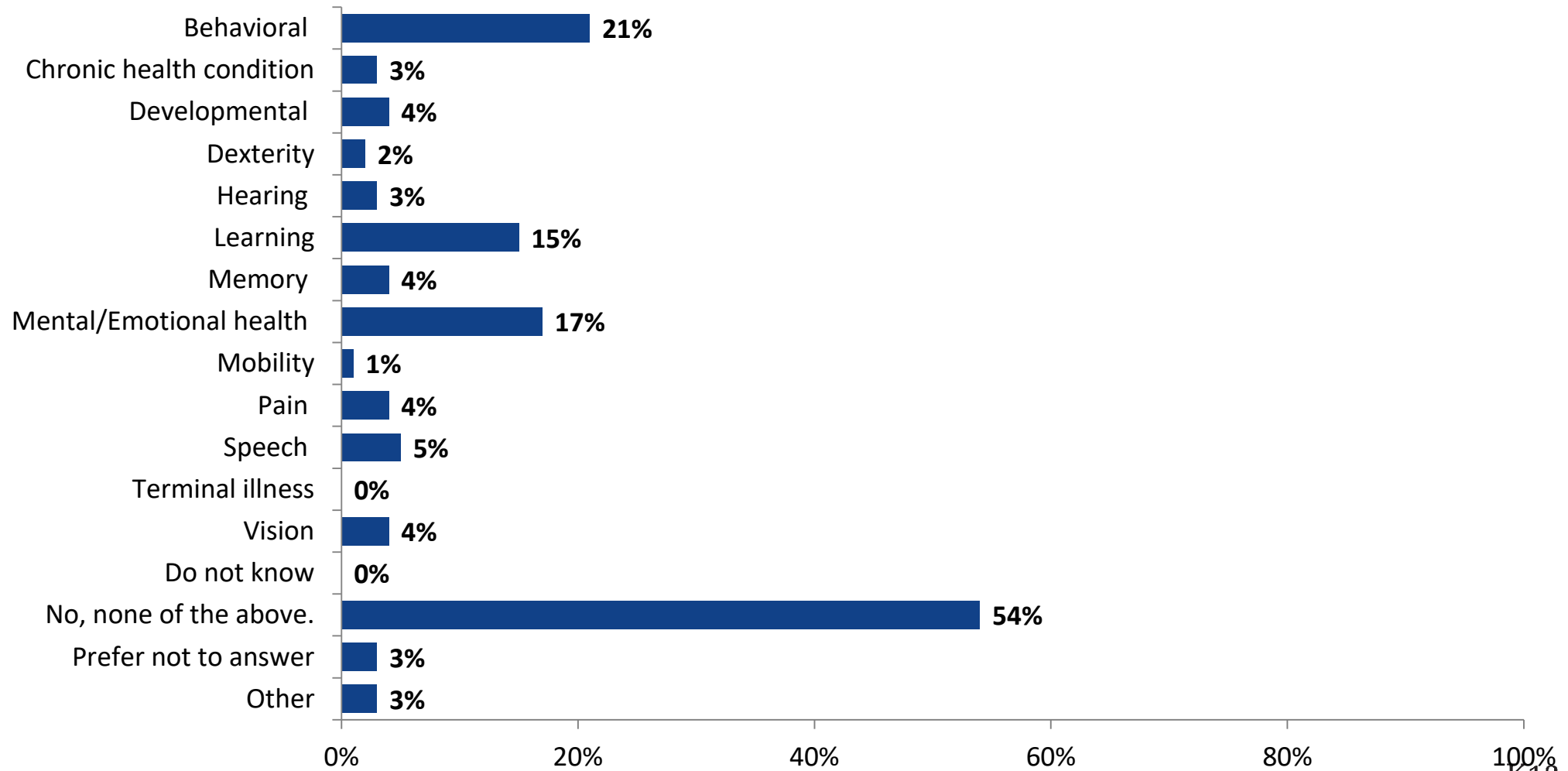


What is the second parent's or guardian's current employment status? (N=1,058)



# Disabilities/Challenges in the Household

Please indicate if anyone living in your household has any of the following disabilities/challenges. (N=1,032)





## School Events – Day

Please rank your top three preferences, with Rank 1 being your first choice, for the day when school events for parents and guardians are scheduled (e.g., PTO meetings, teacher conferences, Kindergarten registrations, etc.). (N=1,097)

Response	Weighted Score	Relative Weighted Score	Overall Rank
<b>Tuesday</b>	<b>1454</b>	<b>100</b>	<b>1</b>
<b>Thursday</b>	<b>1132</b>	<b>78</b>	<b>2</b>
<b>Wednesday</b>	<b>1094</b>	<b>75</b>	<b>3</b>
Monday	1078	74	4
Friday	980	67	5
Saturday	519	36	6
Sunday	325	22	7

## School Events – Time

Please select your top three preferences, with Rank 1 being your first choice, for the time when school events for parents or guardians are scheduled (e.g., PTO meetings, teacher conferences, Kindergarten registration, etc.). (N=1,092)

Response	Weighted Score	Relative Weighted Score	Overall Rank
<b>Early evenings on school days</b>	<b>1772</b>	<b>100</b>	<b>1</b>
<b>Morning hours during school</b>	<b>1631</b>	<b>92</b>	<b>2</b>
<b>Afternoon hours during school</b>	<b>1341</b>	<b>76</b>	<b>3</b>
Before school begins	1029	58	4
Weekend during day	519	29	5
Weekend early evenings	260	15	6

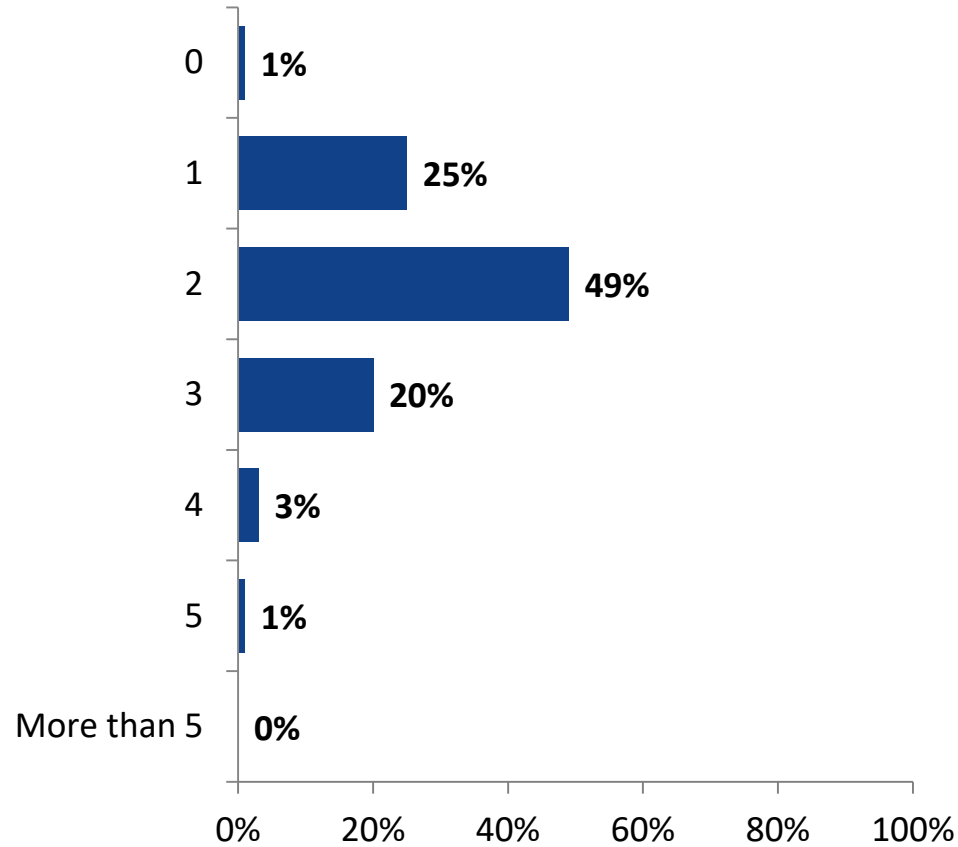
# Getting School News

Please rank your top three preferences for where you go to get school news, with Rank 1 being your first choice. (N=1,106)

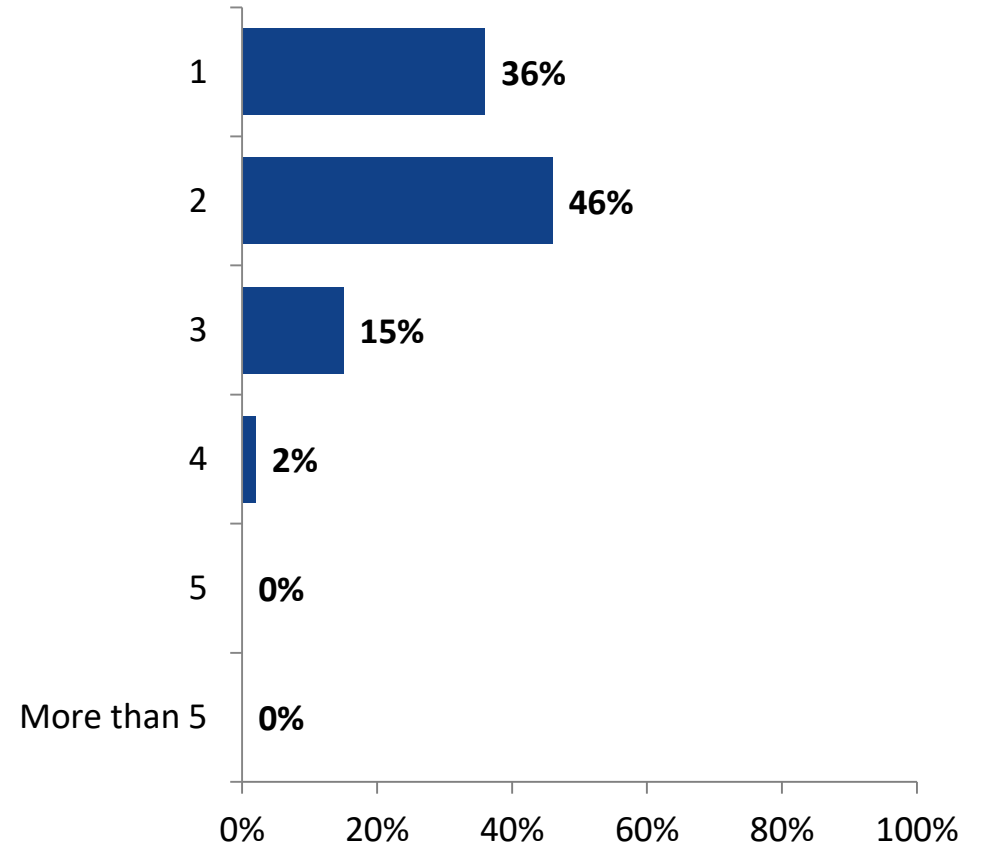
Response	Weighted Score	Relative Weighted Score	Overall Rank
<b>Campus Newsletter</b>	<b>1322</b>	<b>100</b>	<b>1</b>
<b>Teacher Newsletter/Email</b>	<b>1103</b>	<b>83</b>	<b>2</b>
<b>District Email</b>	<b>1031</b>	<b>78</b>	<b>3</b>
District eBlast Newsletter	671	51	4
Text Messages	411	31	5
Principal Newsletter/Email	392	30	6
Campus Social Media	327	25	7
Campus Website	303	23	8
Campus PTO/Booster Clubs	278	21	9
Remind 101 or similar service	229	17	10
District Social Media	214	16	11
District Mobile App	194	15	12
District Website	161	12	13

# Children in the Home

How many children, who are younger than 18 years old, live in your home? (N=1,119)



How many children in your household currently attend a Carroll ISD school? (N=1,119)



## Child's/Children's School(s)

Please select your child's/children's school(s). Please select all schools in which you have a child currently attending. (N=1,120)

Response	Count (N)	Percentage (%)
Carroll Elementary School	113	10%
Johnson Elementary School	149	13%
Old Union Elementary School	93	8%
Rockenbaugh Elementary School	91	8%
Walnut Grove Elementary School	128	11%
Durham Intermediate School	168	15%
Eubanks Intermediate School	140	13%
Carroll Middle School	170	15%
Dawson Middle School	168	15%
Carroll High School	319	28%
Carroll Senior High School	242	22%

## Child's/Children's Grade(s)

In what grades do you have a child or children? (N=1,116)

Response	Count (N)	Percentage (%)
Carroll ISD Pre-K	49	4%
Kindergarten	132	12%
Grade 1	126	11%
Grade 2	128	11%
Grade 3	160	14%
Grade 4	146	13%
Grade 5	142	13%
Grade 6	173	16%
Grade 7	174	16%
Grade 8	185	17%
Grade 9	179	16%
Grade 10	153	14%
Grade 11	129	12%
Grade 12	114	10%
Special Ed Transition (18-22 Year Old)	2	0%

## Language(s) Spoken at Home

What language(s) does/do your child/children speak at home? (Please select all that apply.) (N=1,111)

Response	Count (N)	Percentage (%)
Arabic	7	1%
English	1,045	94%
French	11	1%
Gujarati	10	1%
Hindi	24	2%
Mandarin	38	3%
Portuguese	13	1%
Spanish	60	5%
Tamil	7	1%
Telugu	20	2%
Urdu	27	2%
Vietnamese	7	1%
Other	17	2%

71 Note: The sum of percentages may exceed 100% because participants could select more than one response option. The top 10 most selected responses are listed.

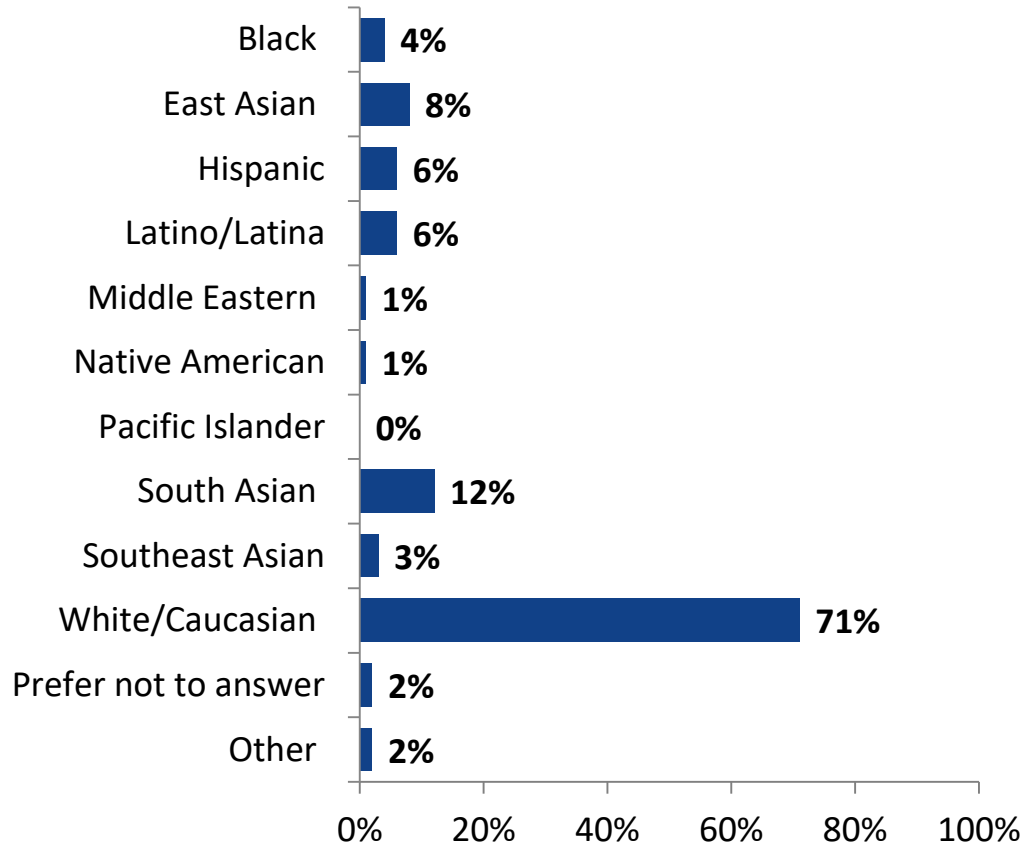
# Oldest Child's/Student's Demographic

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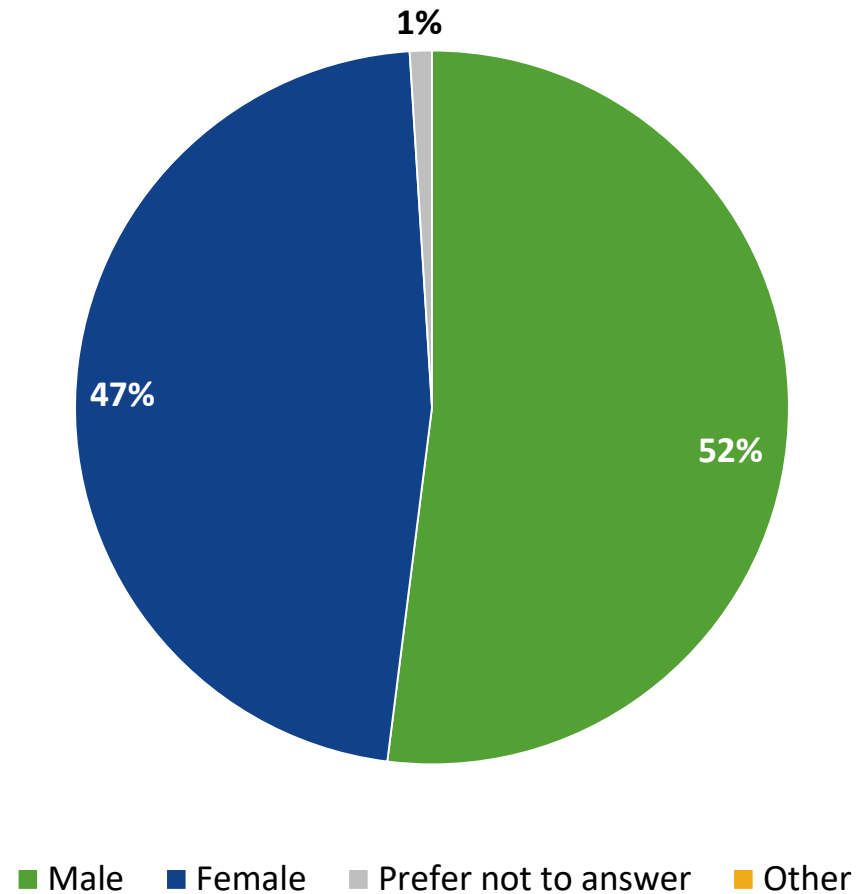


# Oldest Child's Demographics

What is the race/ethnicity of your oldest child currently attending a CISD school? (N=1,118)



Which of the following best describes the gender of your oldest child currently attending a CISD school? (N=1,117)



Note: The sum of percentages may exceed 100% because participants could select more than one response option.

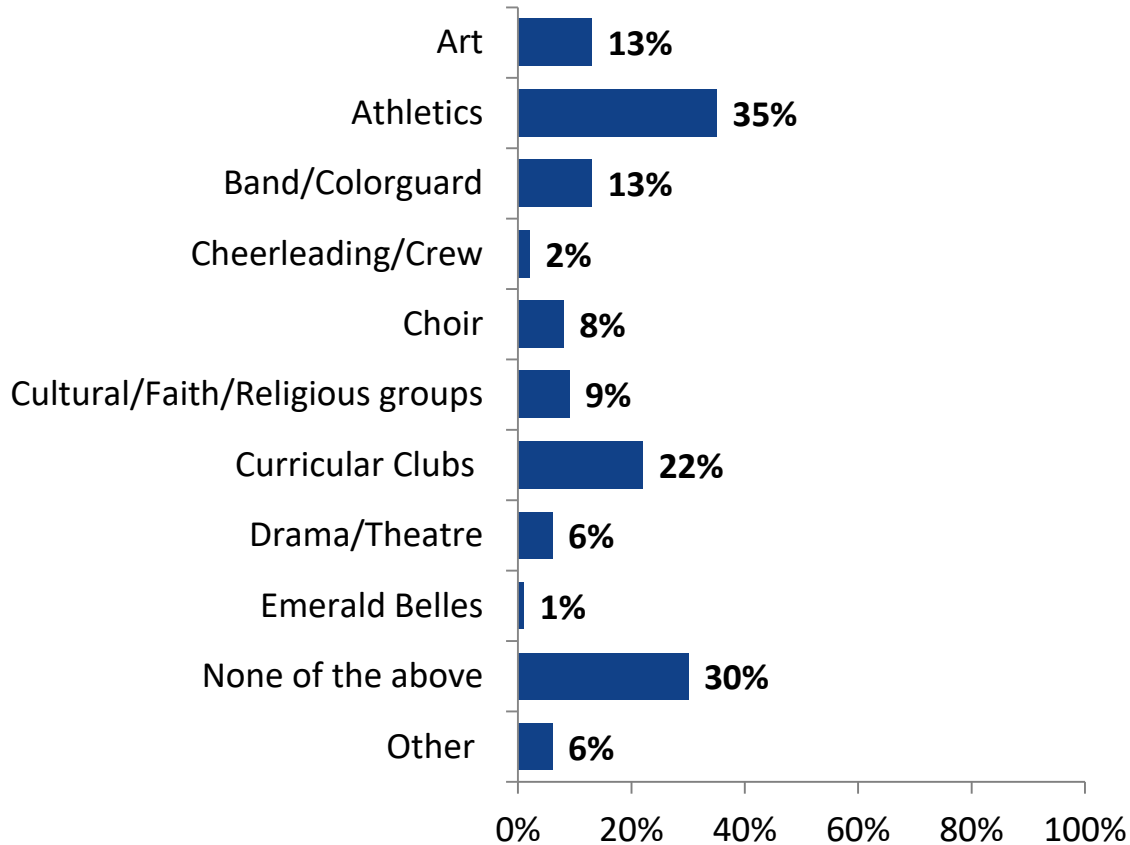
## Oldest Child’s Demographics (Continued)

What is the religion and/or faith of your oldest child currently attending a CISD school? (N=1,119)

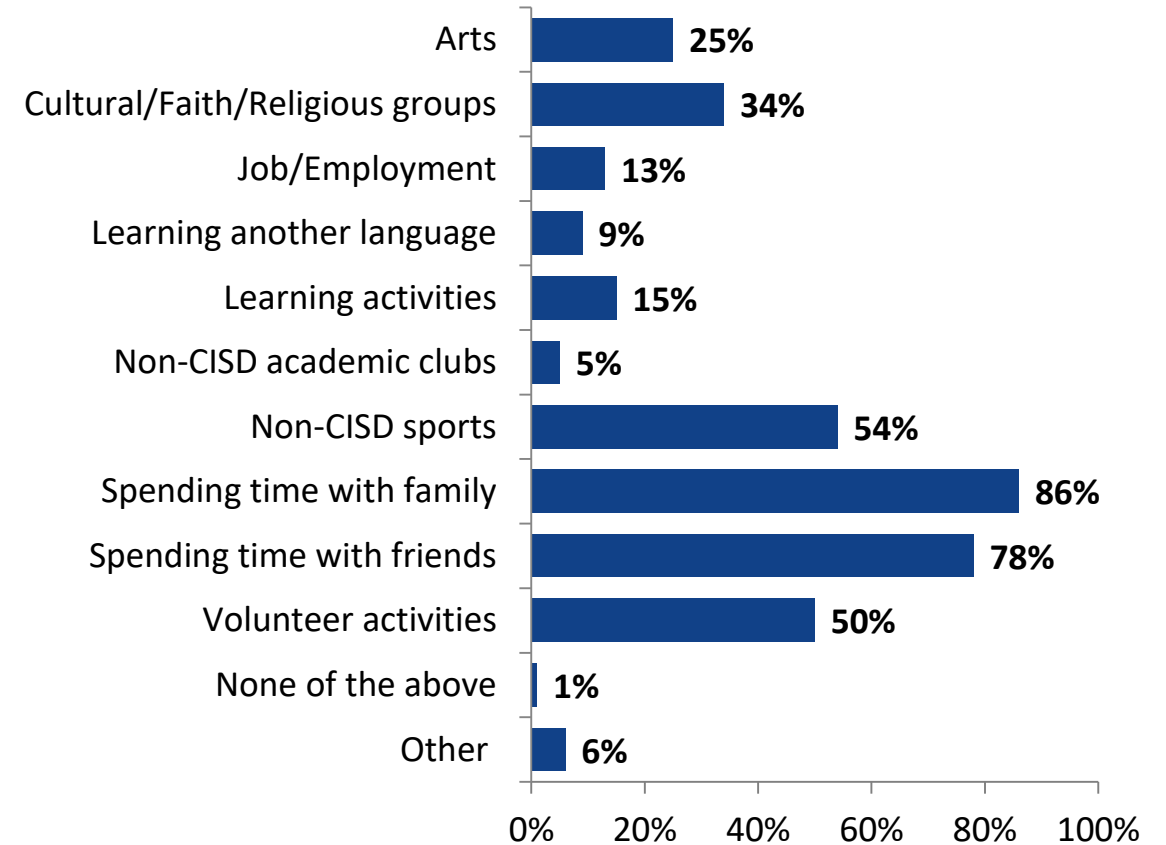
Response	Count (N)	Percentage (%)	Response	Count (N)	Percentage (%)
Agnosticism (Agnostic)	20	2%	Jesus Christ of Latter-day Saints (Mormon)	9	1%
Bahai (Bahais)	2	0%	Judaism (Jewish)	22	2%
Buddhism (Buddhist)	5	0%	Scientology	0	0%
Catholicism (Catholic)	183	16%	Sikhism (Sikh)	2	0%
Christianity (Christian)	571	51%	Spiritual, but not religious	38	3%
Hinduism (Hindu)	64	6%	No religion	94	8%
Islam (Muslim)	45	4%	Do not know	9	1%
Jainism (Jain)	2	0%	Prefer not to answer	41	4%
Jehovah’s Witness	1	0%	Other	11	1%

## Oldest Child's Demographics (Continued)

Please indicate which of the following CISD sponsored activities your oldest child participates in. (N=1,108)



Please indicate which of the following non-CISD sponsored activities your oldest child participate in. (N=1,112)



# Student Demographics

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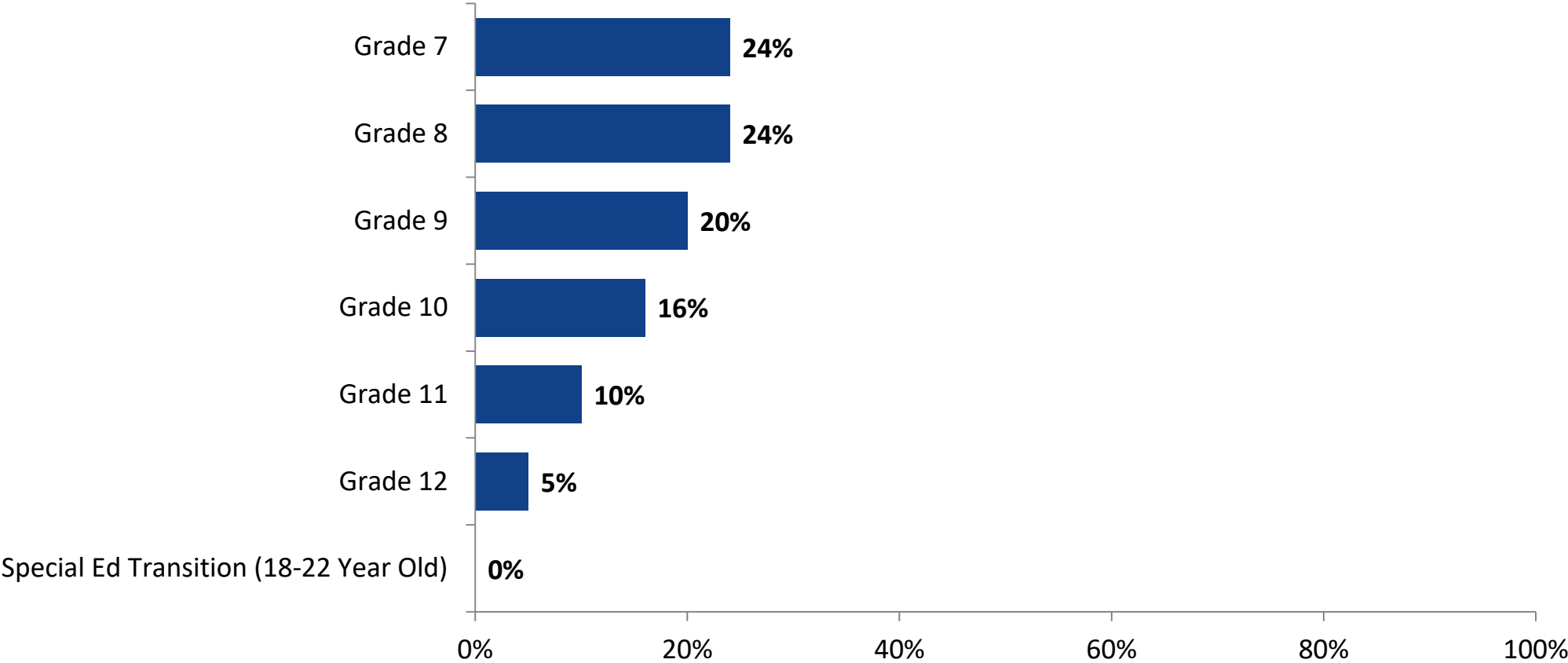
# Campus

Please select your school. (N=2,096)

Response	Count (N)	Percentage (%)
Carroll Elementary School	0	0%
Johnson Elementary School	0	0%
Old Union Elementary School	0	0%
Rockenbaugh Elementary School	0	0%
Walnut Grove Elementary School	0	0%
Durham Intermediate School	0	0%
Eubanks Intermediate School	0	0%
Carroll Middle School	557	27%
Dawson Middle School	453	22%
Carroll High School	753	36%
Carroll Senior High School	333	16%

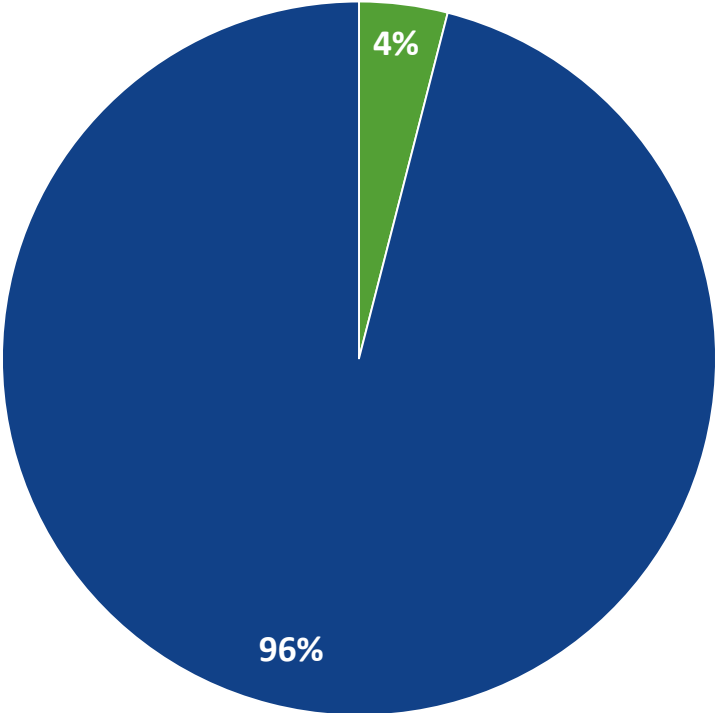
# Grade

Please select your grade. (N=2,096)



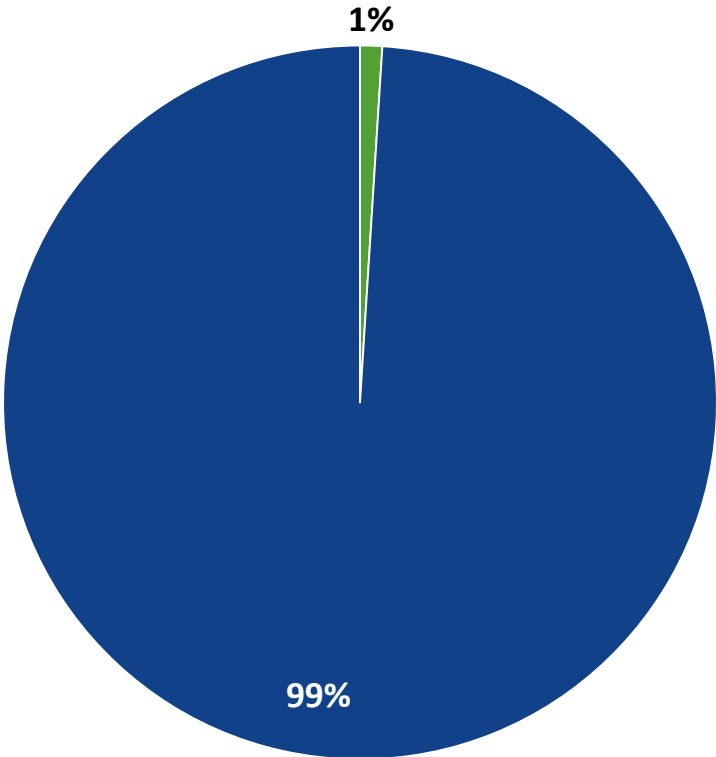
# Student Demographics

SPED (N=2,096)



■ Yes ■ No

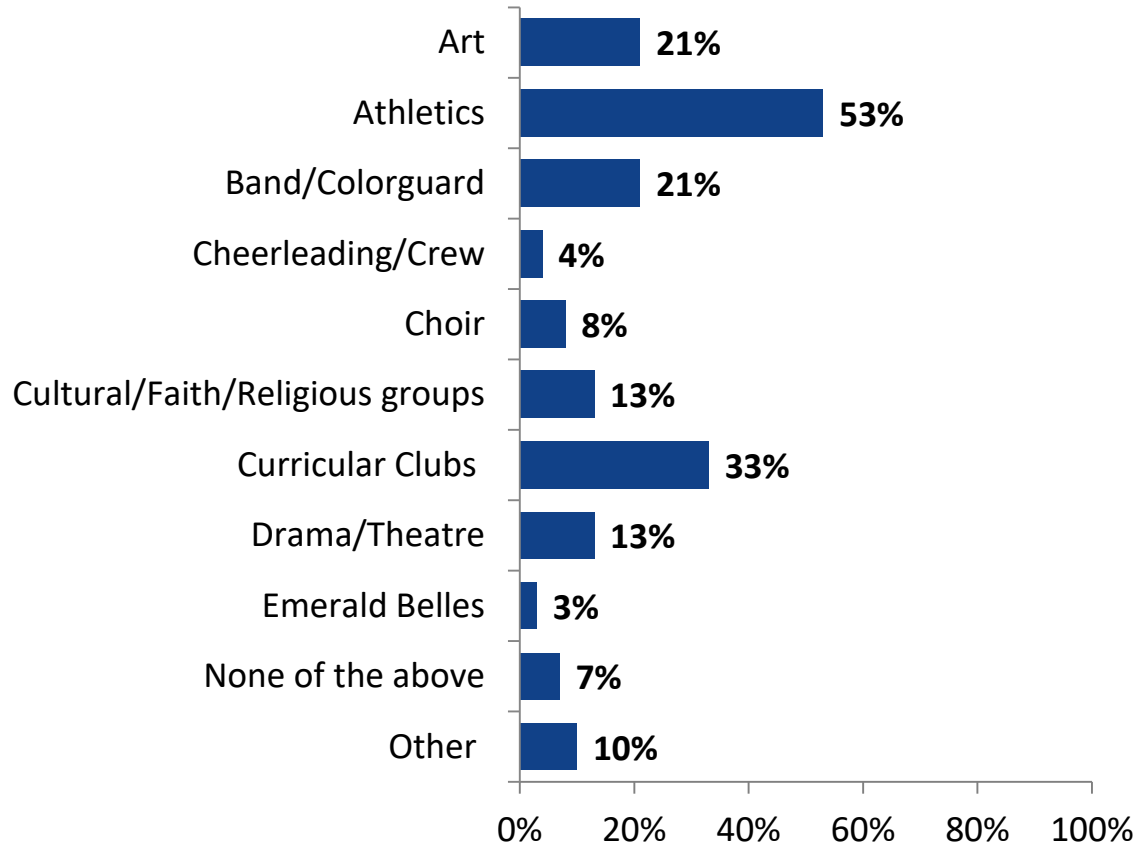
FRL (N=2,096)



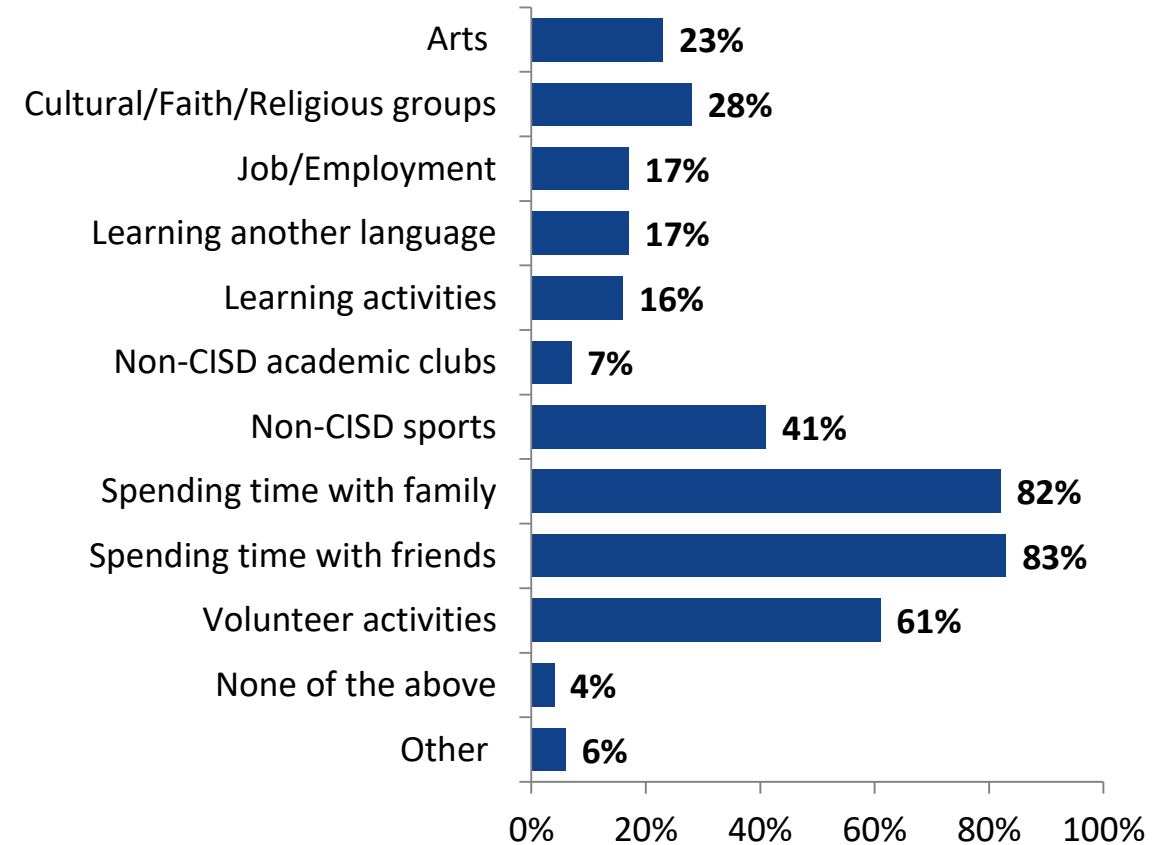
■ Yes ■ No ■ NULL

# Student Demographics (Continued)

Please indicate which of the following CISD sponsored activities you participate in. (N=2,076)



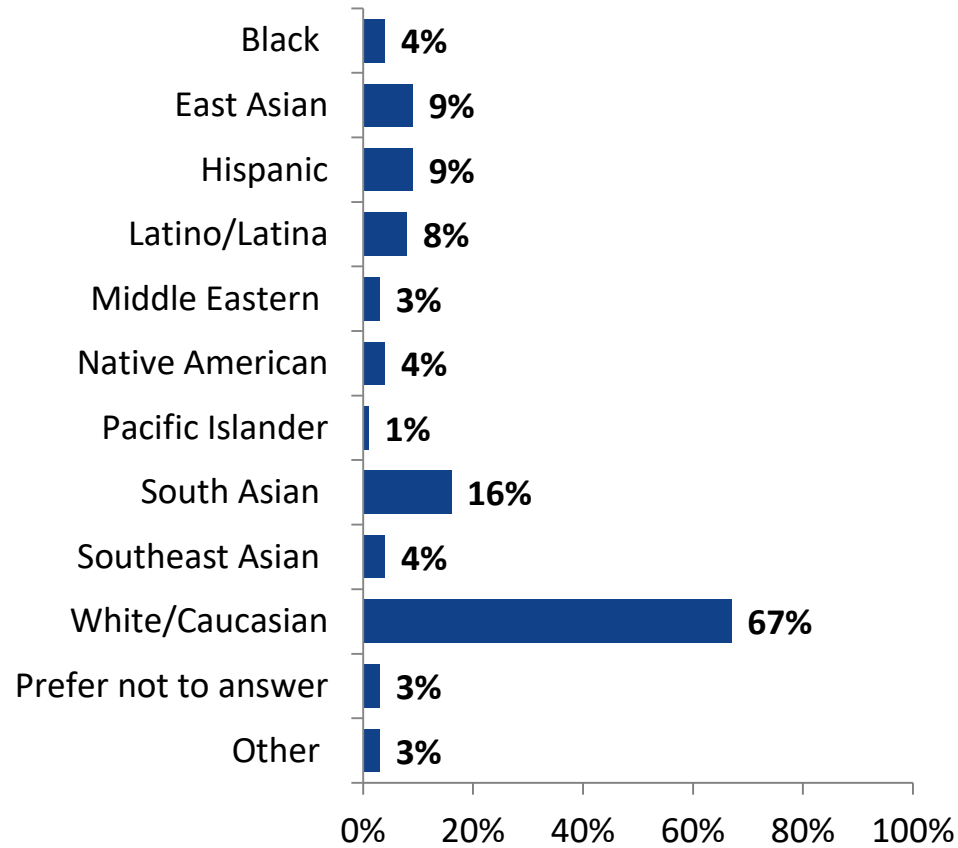
Please indicate which of the following non-CISD sponsored activities you participate in. (N=2,043)



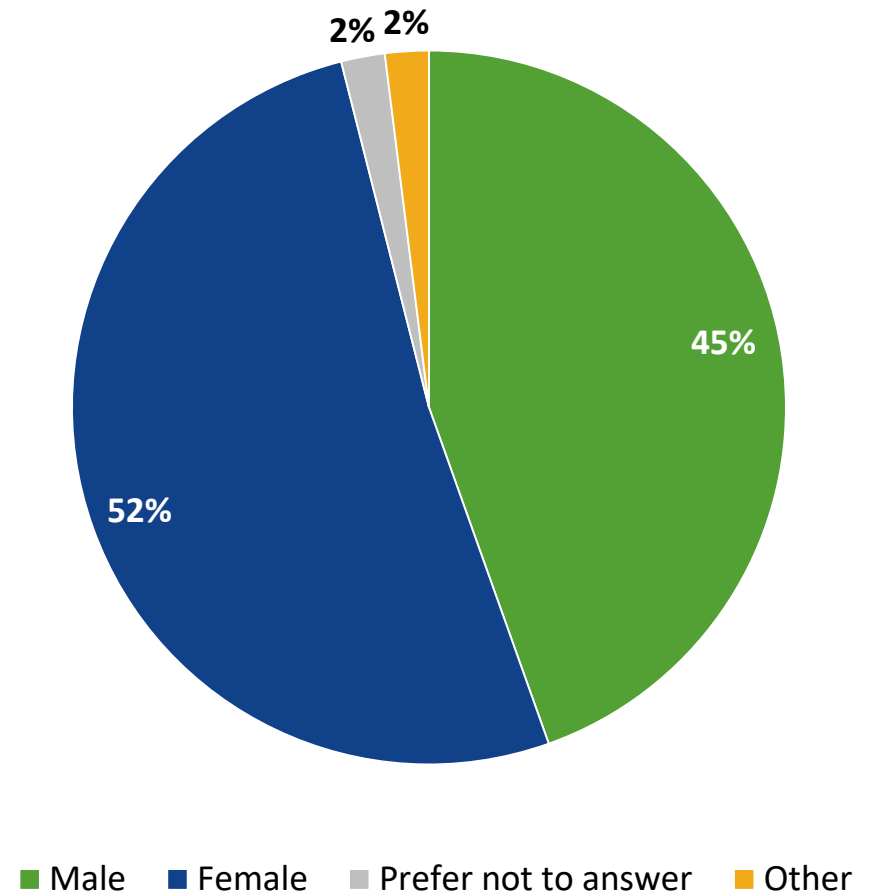


# Student Demographics (Continued)

What is your race/ethnicity? (N=2,077)



Which of the following best describes your gender? (N=2,007)



## Student Demographics (Continued)

What is your religion and/or faith? (N=2,060)

Response	Count (N)	Percentage (%)	Response	Count (N)	Percentage (%)
Agnosticism (Agnostic)	48	2%	Jesus Christ of Latter-day Saints (Mormon)	26	1%
Bahai (Bahais)	2	0%	Judaism (Jewish)	35	2%
Buddhism (Buddhist)	20	1%	Scientology	3	0%
Catholicism (Catholic)	288	14%	Sikhism (Sikh)	6	0%
Christianity (Christian)	956	46%	Spiritual, but not religious	39	2%
Hinduism (Hindu)	168	8%	No religion	242	12%
Islam (Muslim)	89	4%	Prefer not to answer	91	4%
Jainism (Jain)	4	0%	Other	40	2%
Jehovah's Witness	3	0%			

# Employee Demographics

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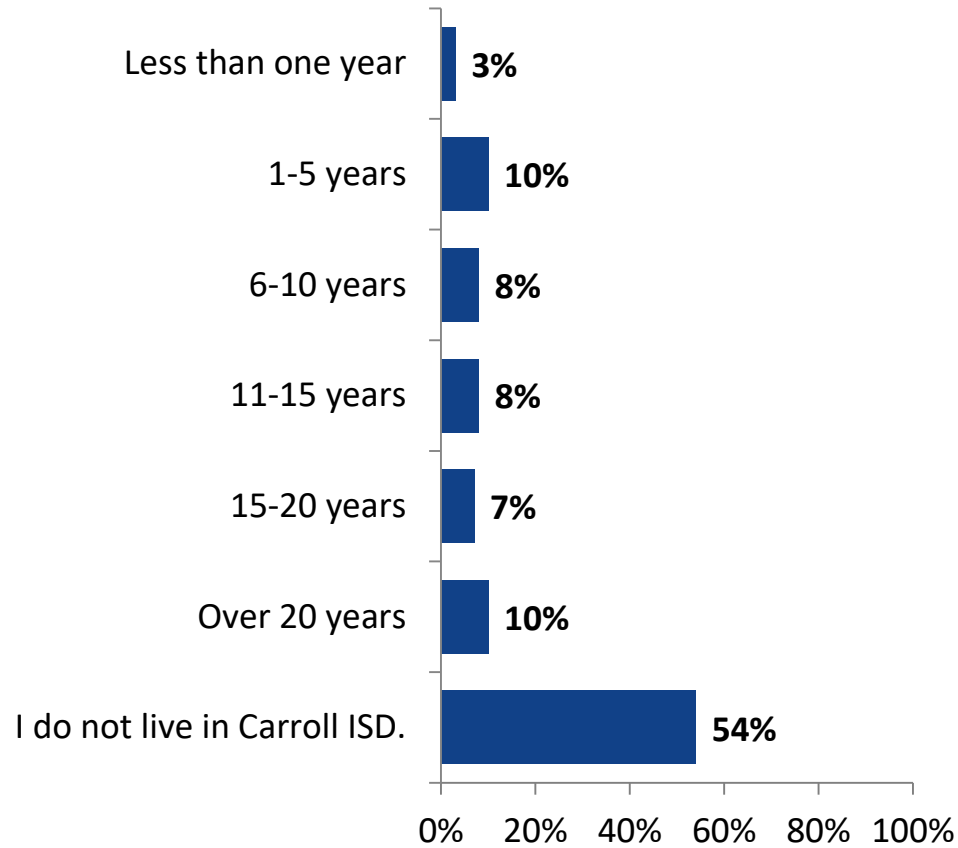
# Campus

Please select your work site. (N=621)

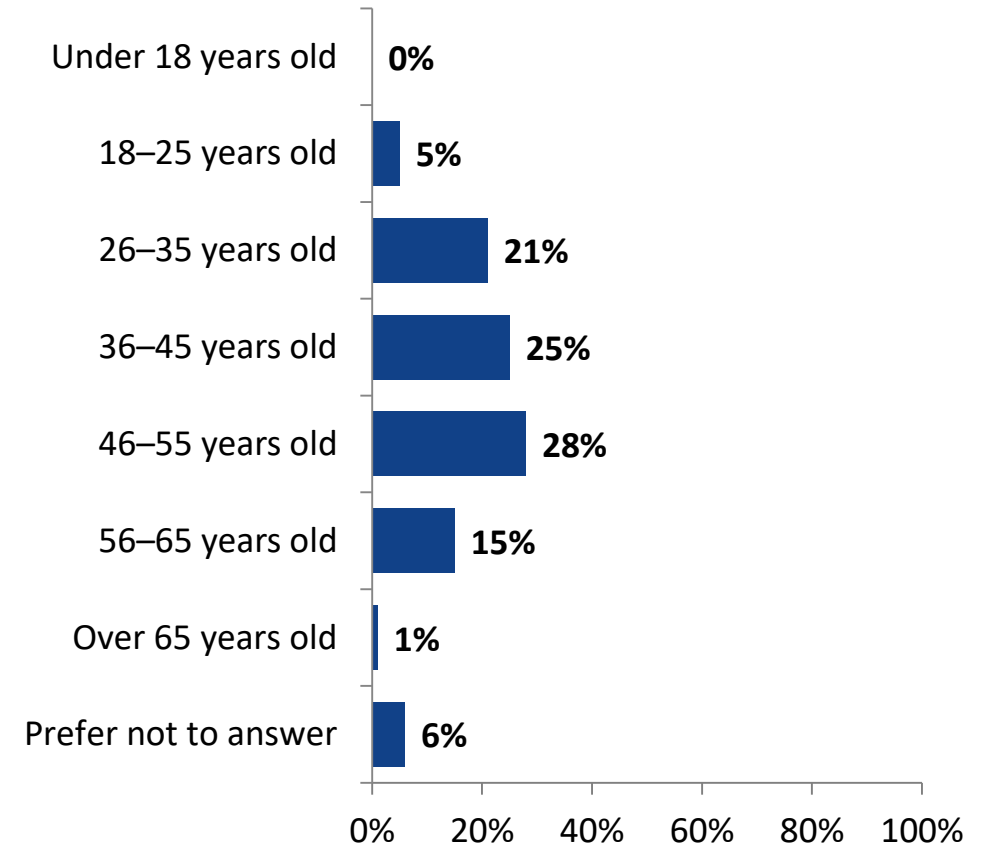
Response	Count (N)	Percentage (%)
Carroll Elementary School	33	5%
Johnson Elementary School	48	8%
Old Union Elementary School	59	10%
Rockenbaugh Elementary School	49	8%
Walnut Grove Elementary School	42	7%
Durham Intermediate School	44	7%
Eubanks Intermediate School	55	9%
Carroll Middle School	63	10%
Dawson Middle School	55	9%
Carroll High School	94	15%
Carroll Senior High School	70	11%
Administration Center	57	9%
Aquatics Center	2	0%
Transportation Center	6	1%

# Employee Demographics

How many years have you lived in Carroll ISD? (N=620)

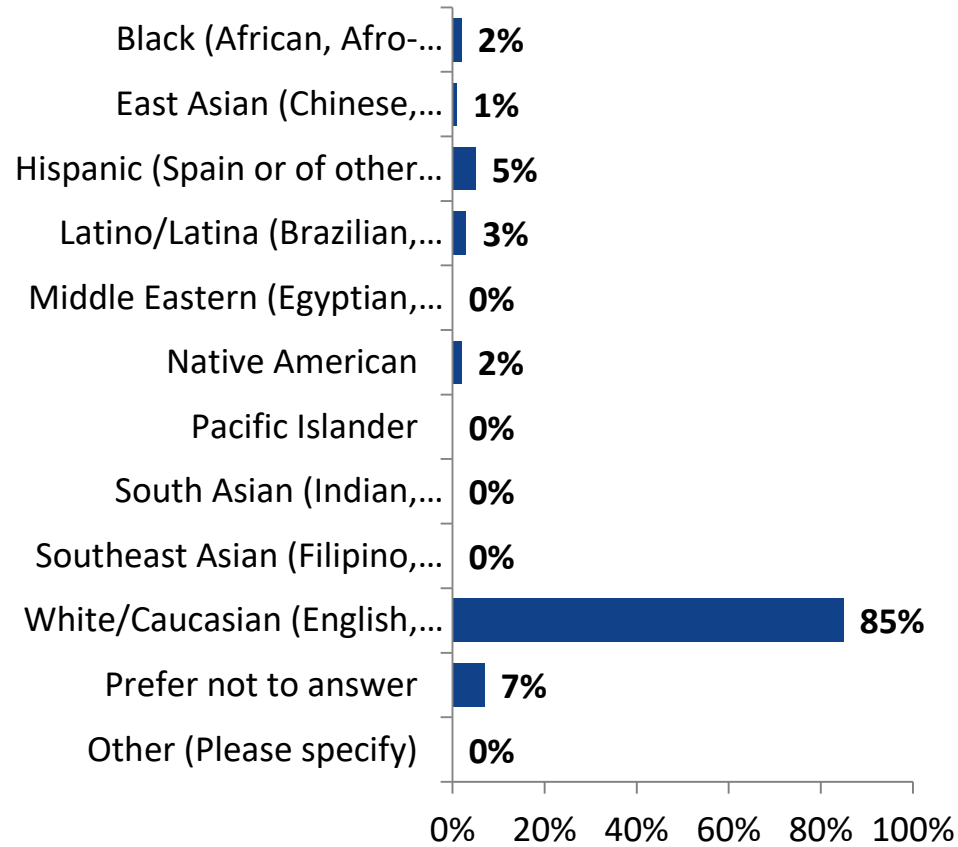


Which of the following best describes your age range? (N=620)

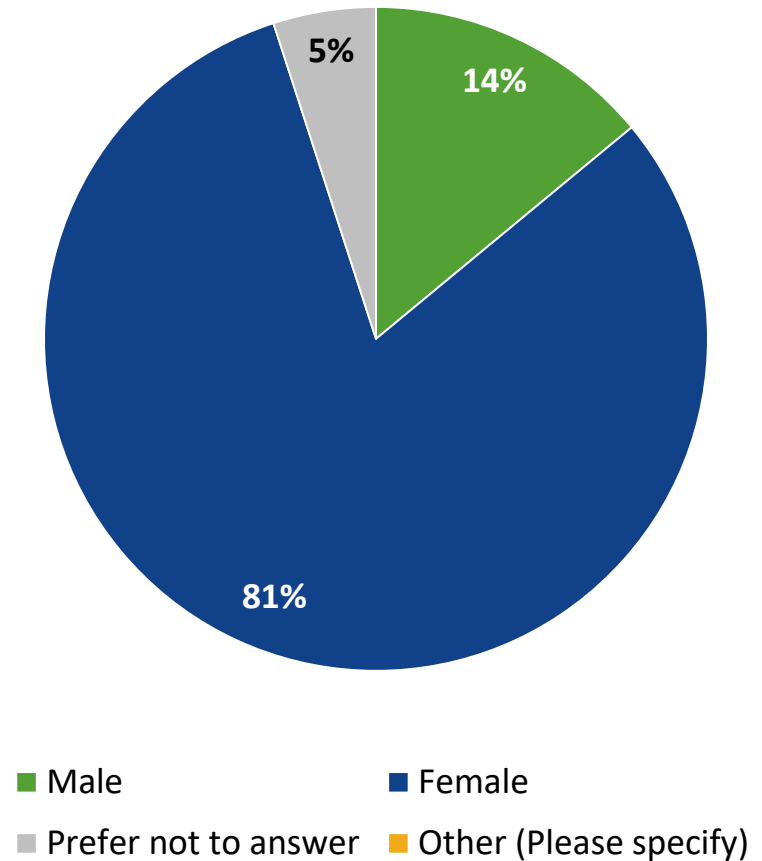


# Employee Demographics (Continued)

What is your race/ethnicity? (N=620)

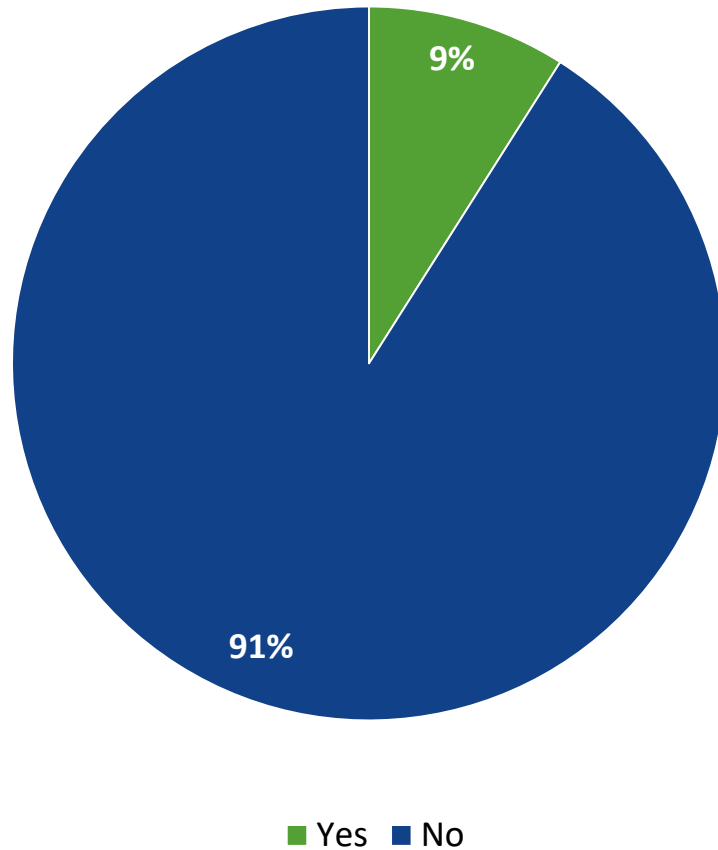


Which of the following best describes your gender? (N=620)

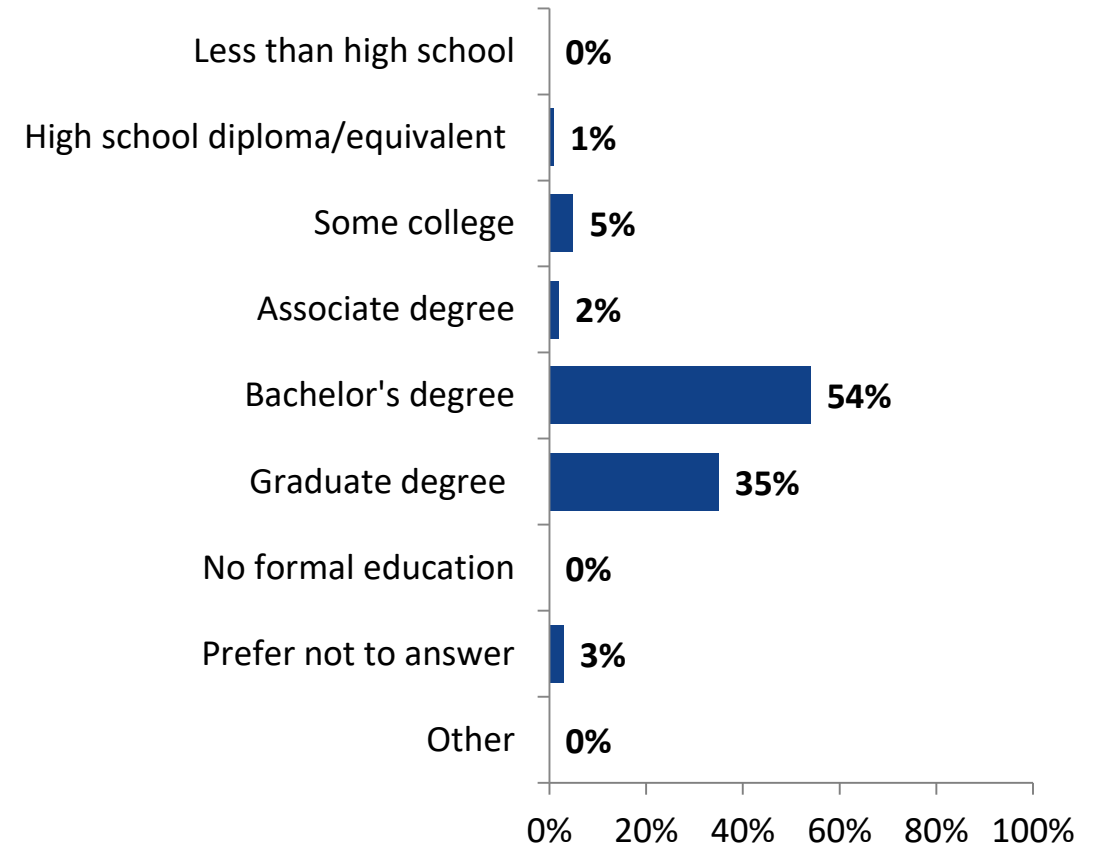


# Employee Demographics (Continued)

Have you ever been a student in a Carroll ISD school? (N=614)



What is your highest level of education? (N=610)



## Employee Demographics (Continued)

What is your country of birth? (N=614)

Response	Count (N)	Percentage (%)	Response	Count (N)	Percentage (%)
Brazil	1	0%	Laos	1	0%
Canada	3	0%	Mexico	2	0%
Ecuador	3	0%	Trinidad and Tobago	1	0%
El Salvador	1	0%	Turkey	1	0%
Germany	1	0%	Ukraine	1	0%
Guatemala	1	0%	United Kingdom	2	0%
Iceland	1	0%	United States of America	582	95%
India	2	0%	Uruguay	1	0%
Japan	1	0%	Other	3	0%



## Employee Demographics (Continued)

What language(s) do you speak at home? (N=611)

Response	Count (N)	Percentage (%)
Czech	1	0%
English	603	99%
French	2	0%
German	5	1%
Gujarati	1	0%
Hindi	1	0%
Italian	2	0%
Malayalam	1	0%
Mandarin	2	0%
Portuguese	2	0%
Russian	1	0%
Sindhi	1	0%
Spanish	24	4%
Ukrainian	1	0%

## Employee Demographics (Continued)

What is your religion and/or faith? (N=600)

Response	Count (N)	Percentage (%)	Response	Count (N)	Percentage (%)
Agnosticism (Agnostic)	6	1%	Jesus Christ of Latter-day Saints (Mormon)	6	1%
Bahá'í (Bahá'ís)	0	0%	Judaism (Jewish)	1	0%
Buddhism (Buddhist)	1	0%	Scientology	0	0%
Catholicism (Catholic)	75	13%	Sikhism (Sikh)	0	0%
Christianity (Christian)	428	71%	Spiritual, but not religious	19	3%
Hinduism (Hindu)	2	0%	No religion	27	5%
Islam (Muslim)	0	0%	Prefer not to answer	33	6%
Jainism (Jain)	0	0%	Other	1	0%
Jehovah's Witness	1	0%			

# Additional Questions

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# Holiday Celebrations

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What special holidays and observances are important to you and your family?

- A total of 13,023 responses across parents, staff members, and students.
- Many non-religious holidays were listed including: Anniversaries, Birthdays, Cinco de Mayo, Columbus Day, Fourth of July, Halloween, Labor Day, Memorial Day, MLK Day, Mother's Day/Father's Day, New Year/Chinese New Year/Lunar New Year, President's Day, September 11, Thanksgiving, Valentine's Day, and Veteran's Day.
- Some participants wrote in cultural observation months, such as Black History month and Gay Pride month.
- Religious/Cultural holidays included: Advent, Ash Wednesday, Chanukah, Christmas, Day of the Dead, Diwali, Dussehra, Easter, Eid, Ganesh Chaturthi, Good Friday, Hanukkah, Holi, Kwanza, Lent, Mid-Autumn Festival, Orthodox Christmas, Orthodox Easter, Palm Sunday, Passover, Pentecost, Raksha Bandhan, Ramadan, Rosh Hashanah, Ugadi, and Yom Kippur.

# Additional Foods

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What additional foods, cultural or otherwise, would you like to be considered on the school menu?

- A total of 4,085 responses were received across parents, staff members, and students.
- The most requested food item(s) was vegetarian option, vegan options, Halal options, and gluten-free options.
- Several requests were noted for an improved salad bar with fresh fruit, including bananas and apples.
- Specifically requested items, with more than 10 responses, included: alfredo pasta, Asian/Chinese inspired food , barbeque chicken and beef, biriyani, butter chicken, chicken nuggets, curry, enchilada, fish, grilled chicken, hummus and pita, Indian-inspired foods, lasagna, latkes, lentils, macaroni and cheese, Mediterranean-inspired foods, Mexican-inspired foods, naan bread, paneer, pasta, pho, ramen, rice, sushi, and tacos
- Additionally, many types of sweets were requested, including brownies, cookies, and cake.

## Open-ended Analysis

**Please provide any additional comments you have about equity, diversity, and/or Our Dragon Culture within Carroll ISD that you feel we should know. (N=455)**

Participants said they would like to see the school offer diversity training to teachers, counselors, staff, and leadership focusing on incorporating diversity and multicultural awareness into curriculum; addressing issues of conflict surrounding diversity and different backgrounds; and creating an inclusive environment.

Participants said they would like to see the district do more to address issues of drugs/substance use and bullying within the district. This included bullying based on socioeconomic status, religion, and race.

Participating parents said they would like to see Carroll ISD recruit and hire a more diverse staff, especially teachers and leadership, including genders, races, and cultures.

Participating parents said they would like to see diversity embraced in the curriculum being taught to their children. This included offering foreign languages at the elementary and middle school levels; offering sports from other cultures, such as martial arts; celebrating holidays and important dates of other cultures; and using books and school materials from authors of different backgrounds that share different perspectives and backgrounds.

Participants said they would like the district to further develop activities, programs, and unique educational experiences for special ed/disabled students. Participants recommended partnering with other nearby school districts or communities to make this happen.

## Open-ended Analysis

**Please provide any additional comments you have about equity, diversity, and/or Our Dragon Culture within Carroll ISD that you feel we should know. (N=575)**

While there were some students who said they do not feel bullying is an issue at their school, more participating students said they would like teachers and administration to take issues of bullying, discrimination based on socioeconomic status, and racial and religious discrimination more seriously.

Students said they would like to see more culturally based extracurriculars and clubs. Students also said they would like all clubs to be inclusive. Some students specifically said they were confused by the Fellowship for Christian Athletes club because it actively excludes members who are not Christian, even if they play sports. They would like the opportunity to be involved.

Participating students said teachers in Carroll ISD put too much pressure on students to excel, academically and in athletics, oftentimes to the point where the workload is overwhelming, and students feel their mental health is suffering.

Students said they would like to see more recognition and celebration of religions/faiths that make up their community and not just Christian-based holidays.

Students said they would like to see more done to be accepting of LGBTQ students and the community.

Additional comments included increasing the representation of minorities within the district; reevaluating the dress code, especially for girls; and offer a wider variety of healthy and multicultural foods.

## Open-ended Analysis

**Please provide any additional comments you have about equity, diversity, and/or Our Dragon Culture within Carroll ISD that you feel we should know. (N=149)**

The majority of comments praised Carrol ISD for embracing equity and diversity. Participating employees said they feel Carroll ISD is going a great job in being welcoming to families of all cultures and backgrounds, and they look forward to seeing and being a part of the continued work.

Participants said they would like to see Carroll ISD expand its recruiting efforts and work to intentionally create a more diverse employee population, including at the administration level.

Participants said they would like to see diversity and multicultural awareness training and appreciation for all staff, especially teachers and counselors, as well as for students at all grade levels.

Participants said they would like the district to have more consideration for students who come from lower socioeconomic backgrounds. This included paying attention the to resources they have at home, such as technology, as well as the costs they are expected to pay for extracurriculars and athletics.

Additional comments included increased awareness surrounding gender equality, gender identity, and sexual orientation, as well as having celebrations for other ethnic holidays or important dates.



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