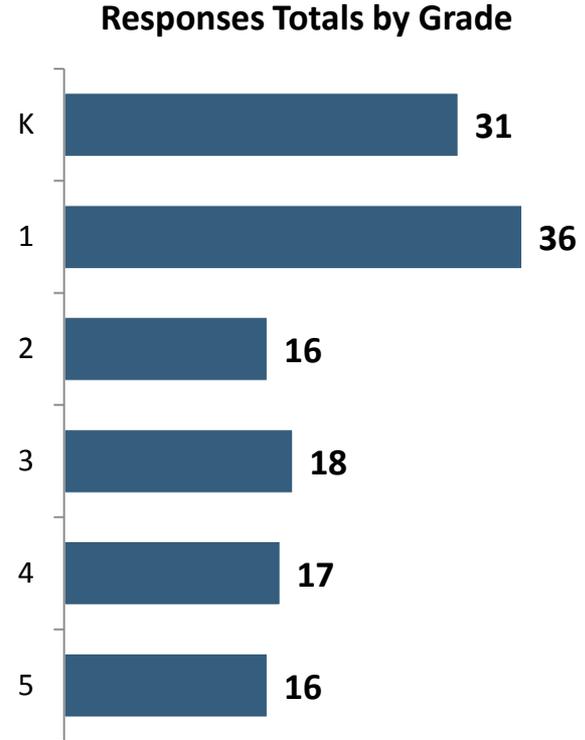




**Harvey Milk Civil Rights Academy
Parent/Guardian Survey
2016/2017 Overview**

Research Methodology

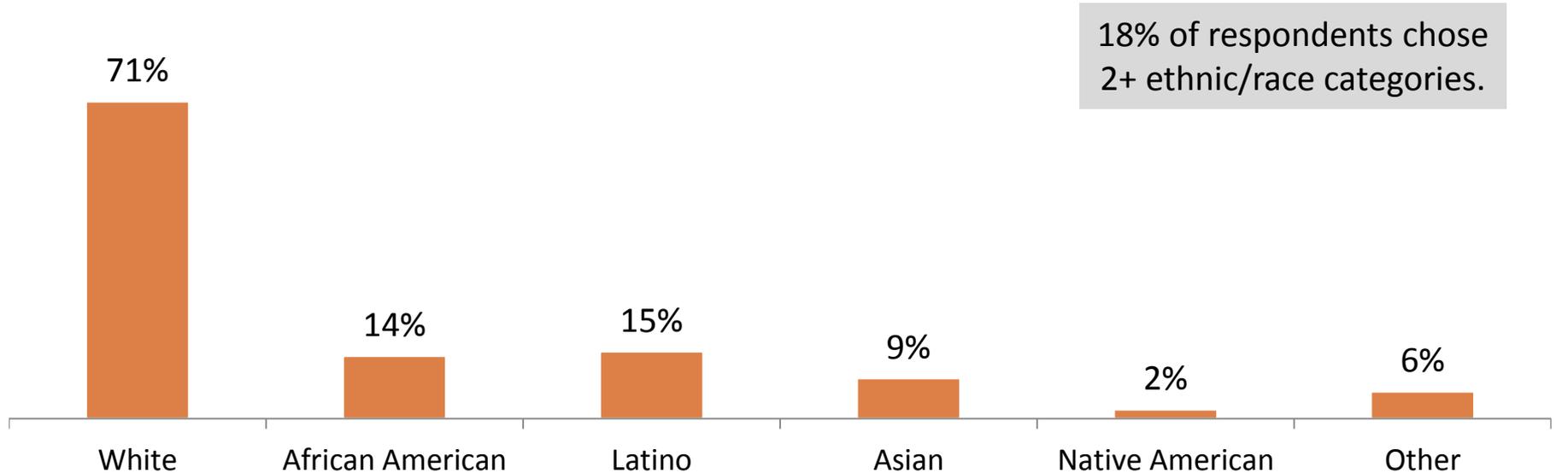
- HMCRA parents
- Survey field dates: January 17th – February 8th, 2017
- 1 survey per household
- Response Rate:
 - 125 responses (64% response rate) / 134 students;
 - Slight increase from 2015-2016 response rate of 61%
- All written responses (ie, open-ended questions allowing for parent/guardian to provide additional details) were reviewed by Principal Machado and his leadership team.



Demographics: Race/Ethnicity choices allow for multiple responses and 18% of parents/guardians chose more than one racial/ethnic category for their child.

Which of the following best describes your child(ren)'s racial and ethnic background? Please select all that apply.

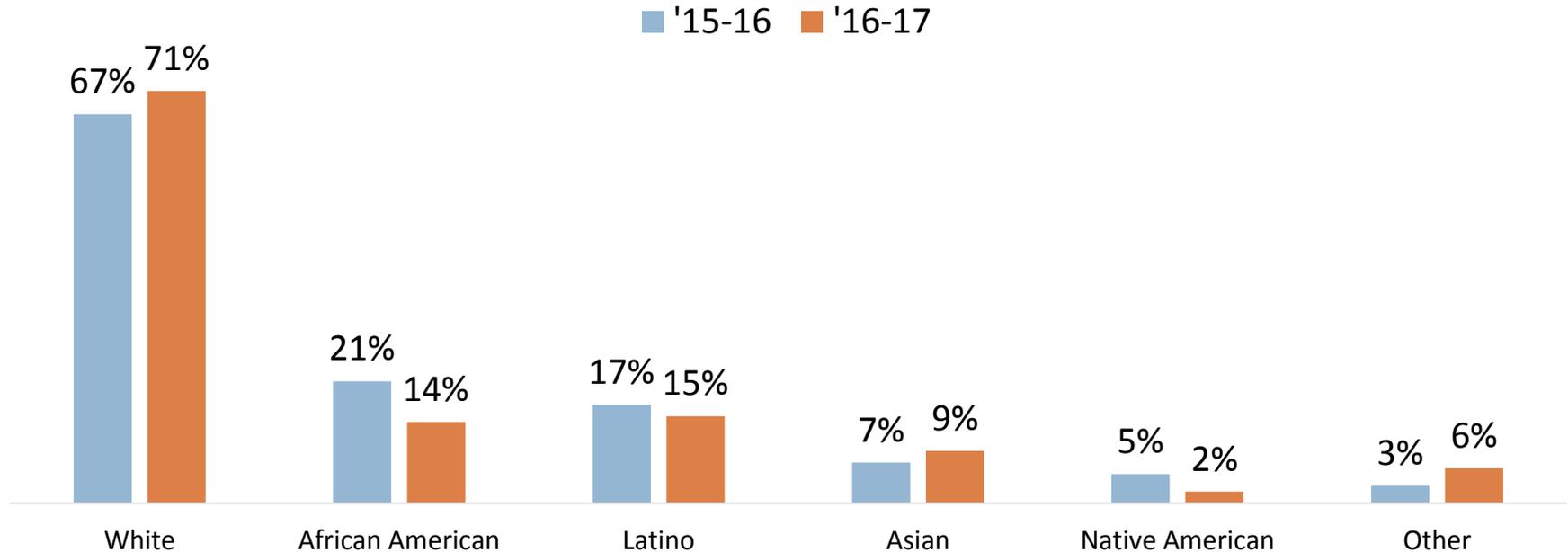
Note: Totals exceed 100%, as multiple choices were allowed.



Race/Ethnicity Time Trend: Among those who completed the survey each year, there is a slight increase in White students and a 7% decrease in African American students.

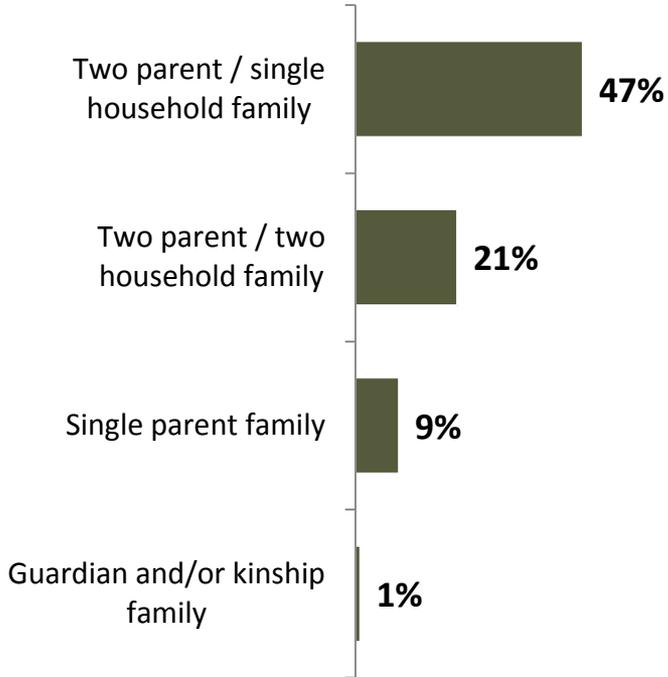
Which of the following best describes your child(ren)'s racial and ethnic background? Please select all that apply.

Note: Totals exceed 100%, as multiple choices were allowed.

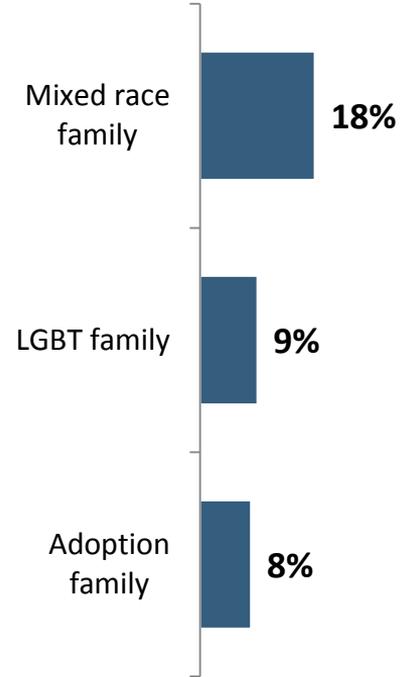


Demographics: Family Type

Household Type

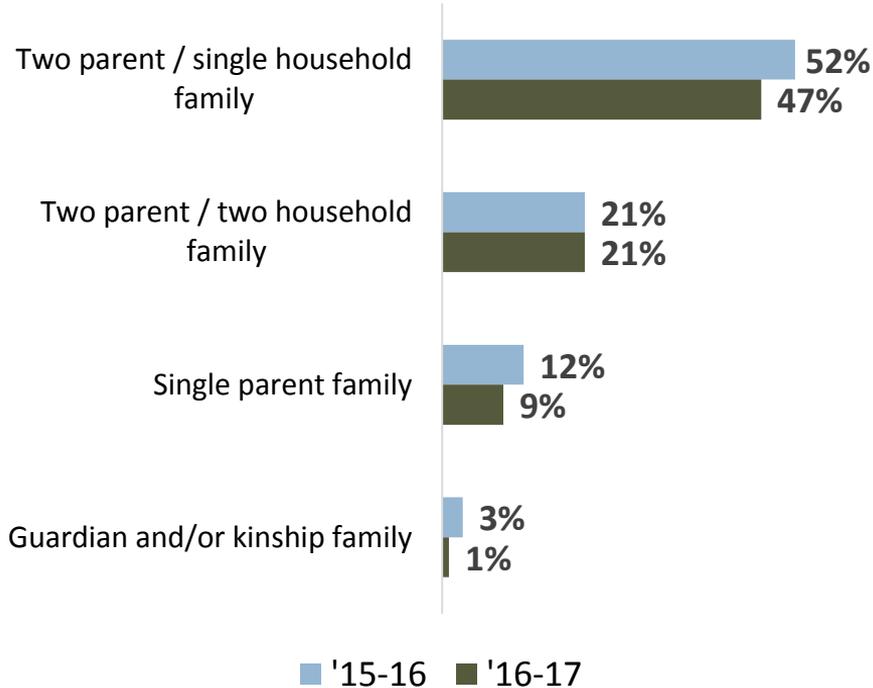


Mixed Race, LGBT, and Adoption Family

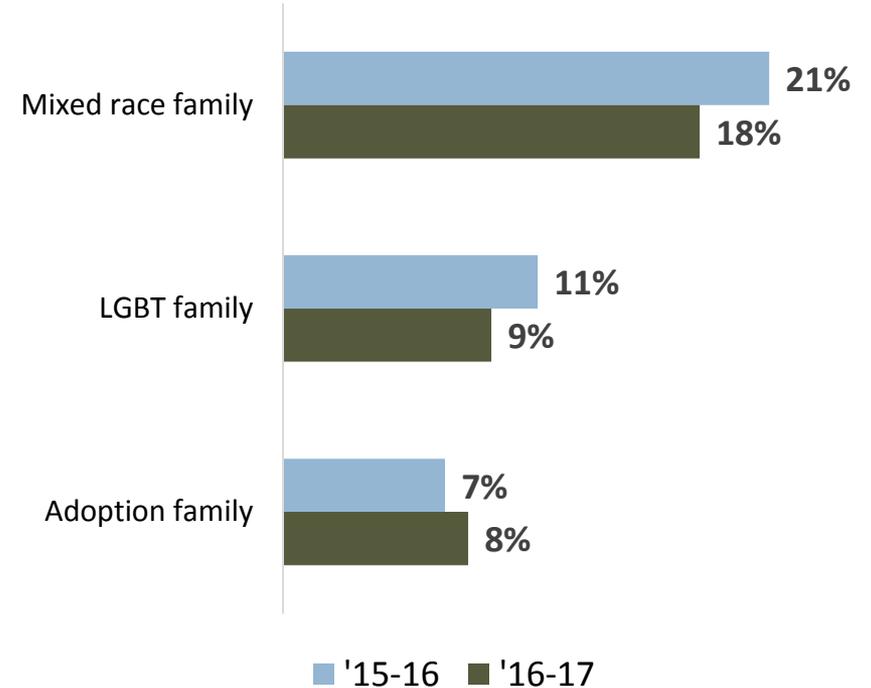


Family Type, Time Trend: There has been a relative consistency in household and family type.

Household Type



Mixed Race, LGBT, and Adoption Family

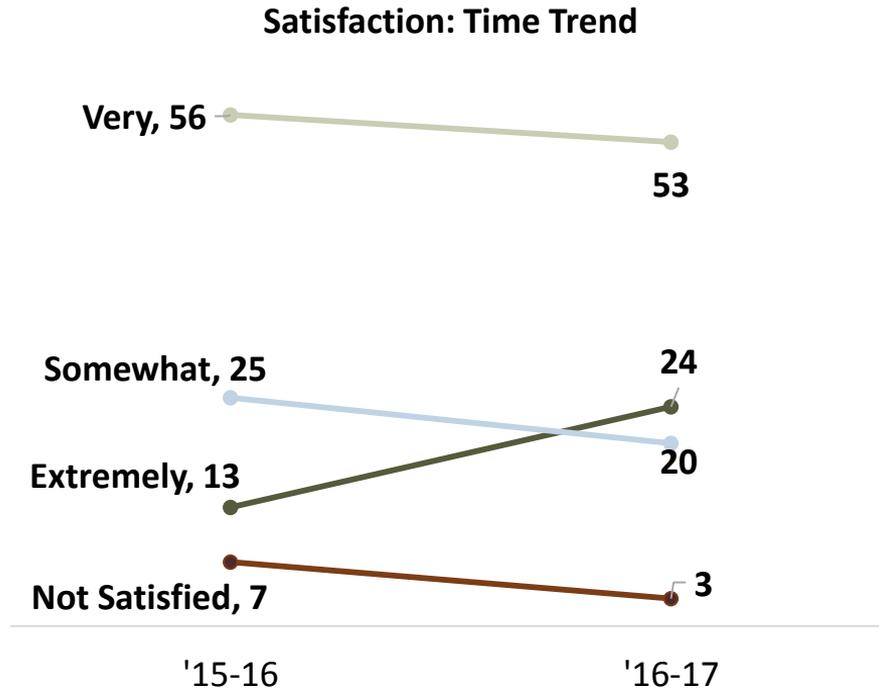
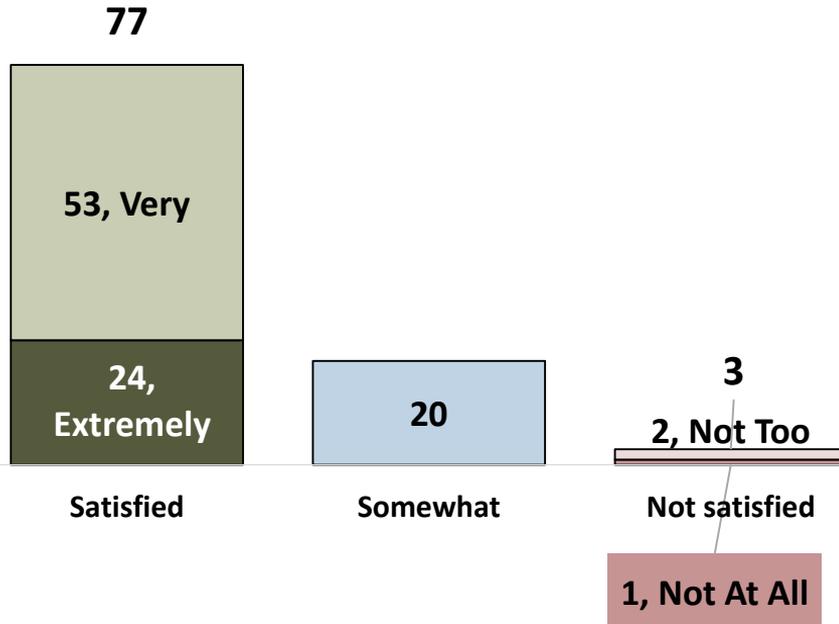




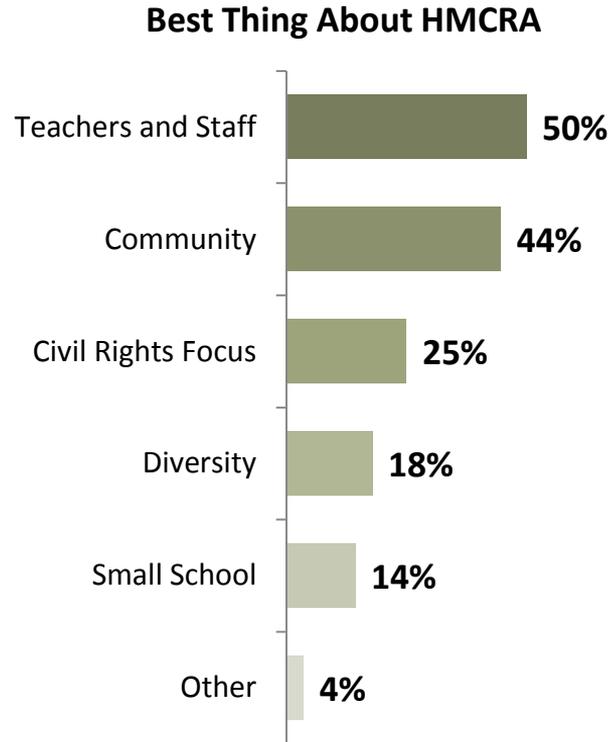
Overall Satisfaction

77% of parents are extremely or very satisfied with HMCRA. There has been an increase since last year in those “extremely” satisfied from 13% to 24%.

What is your overall satisfaction with Harvey Milk Civil Rights Academy?



Best Thing About HMCRA: Parents/guardians most often cite teachers and staff and the community as being the best thing about HMCRA.



Staff! The teachers and support staff (and the before and after school program staff) create an amazing community.

The community is fantastic at Harvey Milk, it is a special place in the neighborhood we are proud to support. The teachers and staff have all been wonderful. Coach Glenn is the heart of the school and is irreplaceable!

The "civil rights emphasis" has been incredibly powerful and helped shape who our child is as a person. Compassion, love peace, open-mindedness, empathy, empowerment, inclusion are messages weaved throughout every day and every year and I know it will have a lasting impact on our child socially and emotionally and our family is forever grateful for this.

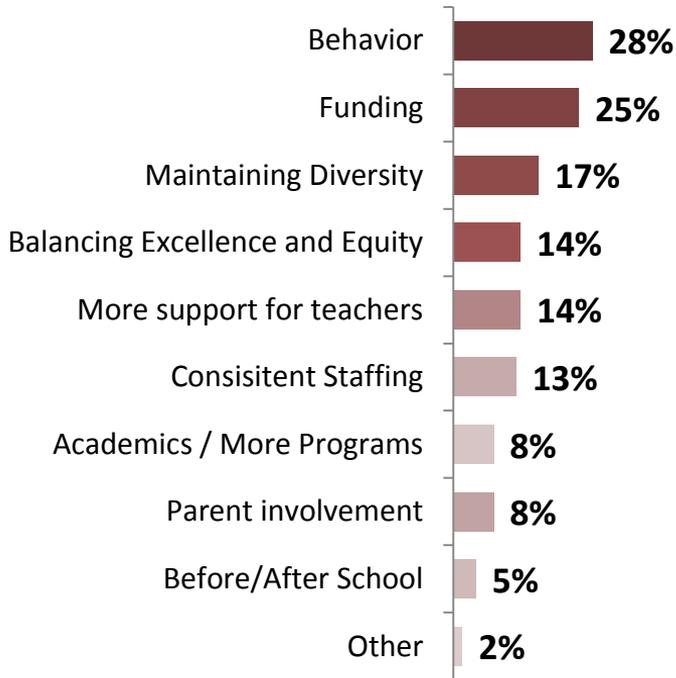
I feel like the teachers are truly dedicated to the students. I also love the smaller size of the school in regards to other SF elementary schools. I love the focus of social justice. I think Mr. Machado is great for the school and is doing his best to try and give students what they need.

Diversity. My children are learning about their community through the school their classmates at Harvey Milk.



Challenges: Behavioral issues and funding are the most frequently named challenges facing HMCRA.

Biggest Challenge Facing HMCRA



HMCRA is a great school with a ton of potential, but an enormous share of the staff's time and resources are consumed by a very small number of students.

I think the biggest challenge will be keeping up with academics for the more advanced students, and bringing children who are less advanced to a level that they are seen and thrive in. There are so many different intelligences! I hope HMCRA can see and witness all forms.

The gentrification and decreasing diversity.

Funds; lack of an abundance of funds for enrichments and a bit more staffing and special services for kids in need of additional support and care!

I think it is likely similar to what is happening in schools across the city - qualified staff recruitment and retention with SF cost of living being the highest in the country.

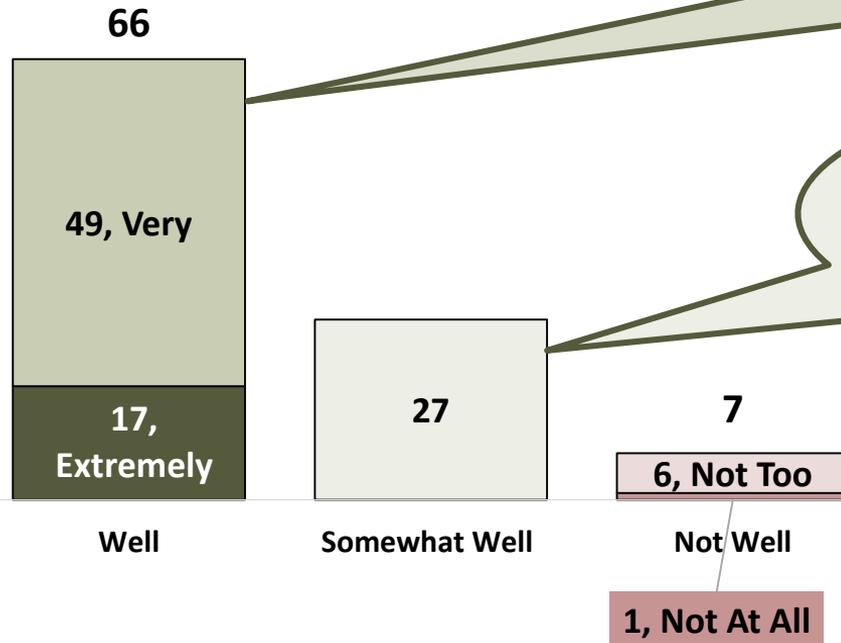




Teaching and Academics

Most parents/guardians feel positive about preparedness for the next academic year, though some concerns stand out around behavioral issues in the classrooms.

How well do you feel Harvey Milk Civil Rights Academy is preparing your child(ren) for his/her/their next academy year?



The teachers and school staff seem to be very connected with each child and strive to challenge individual students in ways that are meaningful to the student.

We are very happy with reading advances but concerned with math, science. A lot of teaching is done at home, understandably. If there weren't as many behavioral problems in her classroom, I think the teacher would be able to teach more.

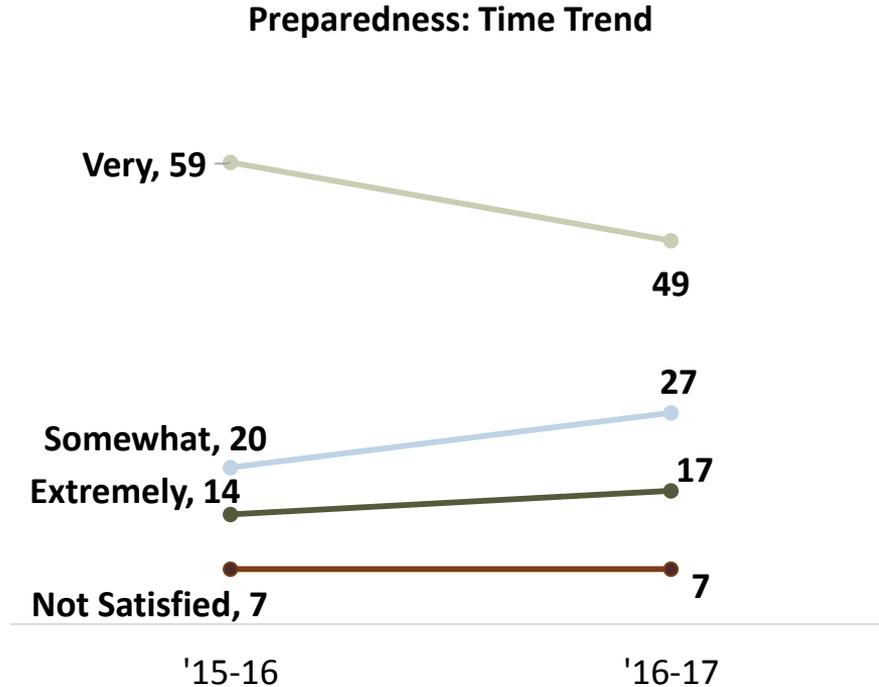
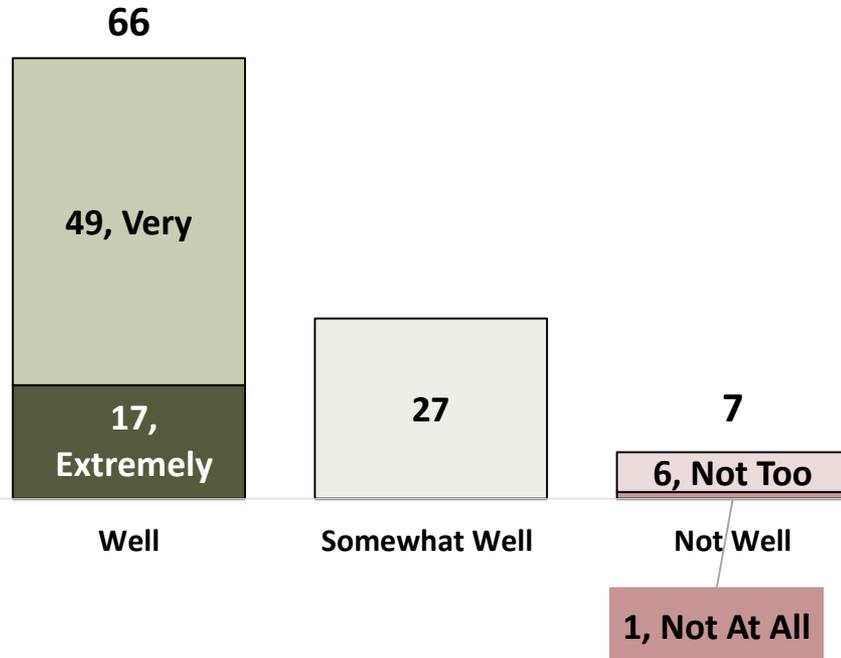
Not enough preparation because of constant disruptions in classroom.

My son is advanced and is always bored. He is ready for next year but is not challenged and it is frustrating.

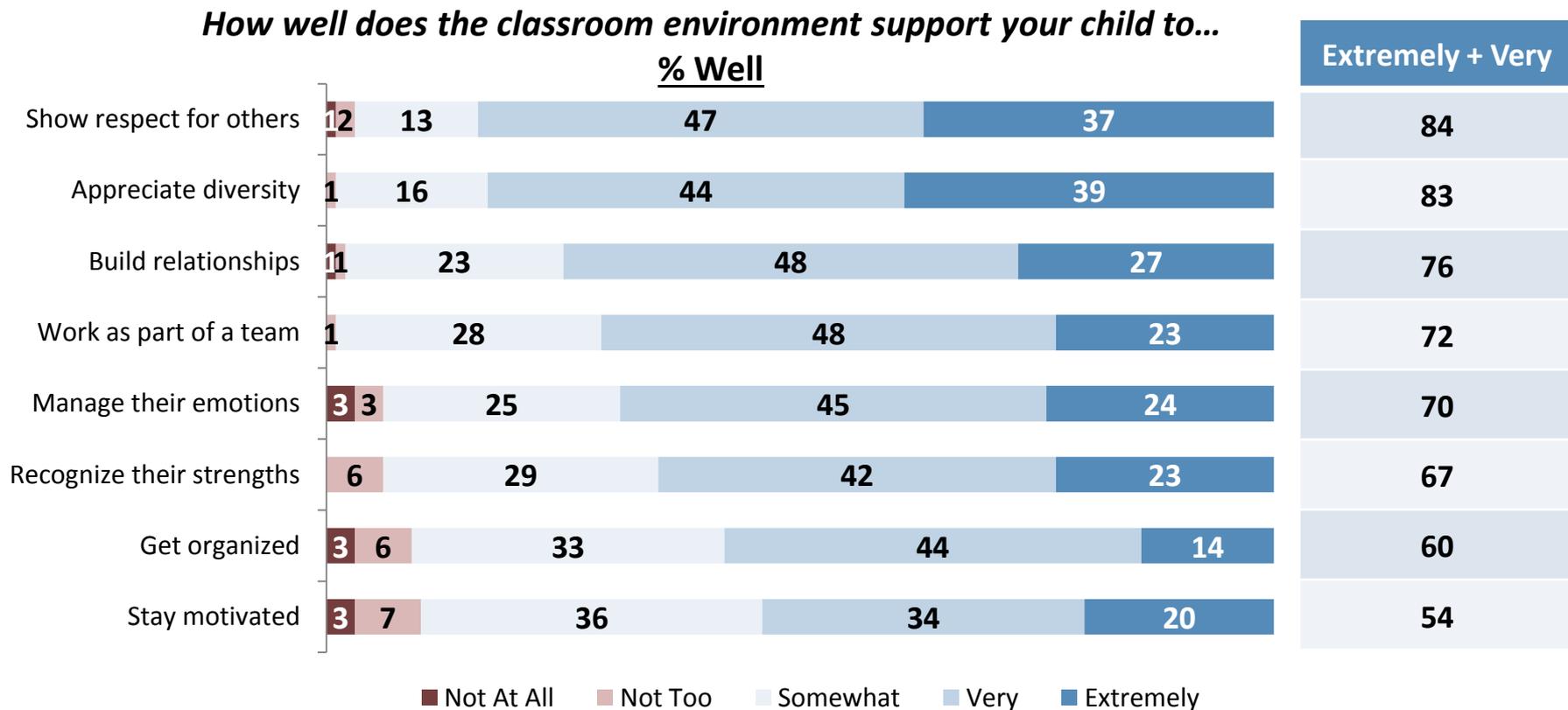


Preparedness, Time Trend: More say their child is “extremely” or “somewhat” prepared, with the percentage saying “very” prepared falling by 10%.

How well do you feel Harvey Milk Civil Rights Academy is preparing your child(ren) for his/her/their next academic year?

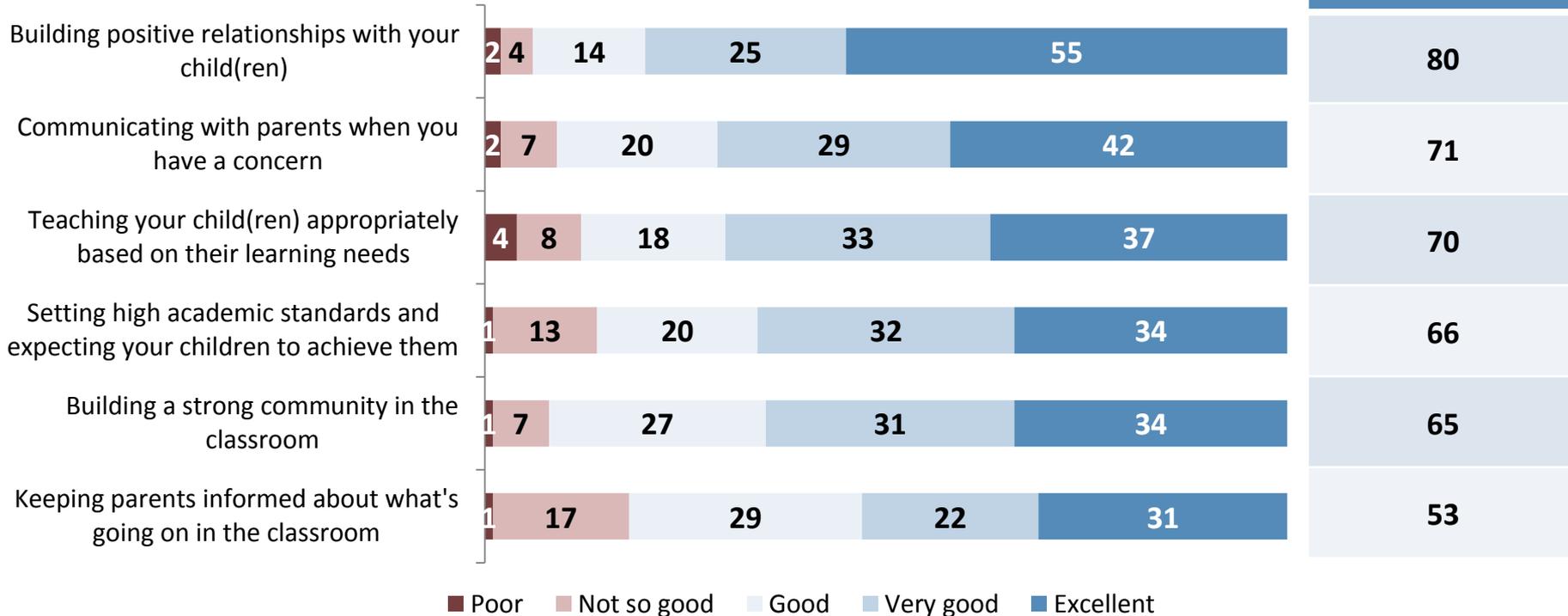


Parent/guardians report that support is strongest in helping their child show respect for others and appreciate diversity. Lower marks (though high) around organization and motivation.



A majority of parents/guardians rank their child’s teacher as “excellent” on building positive relationships with their child.

Please rate your child(ren)’s teacher on each of the following aspects:

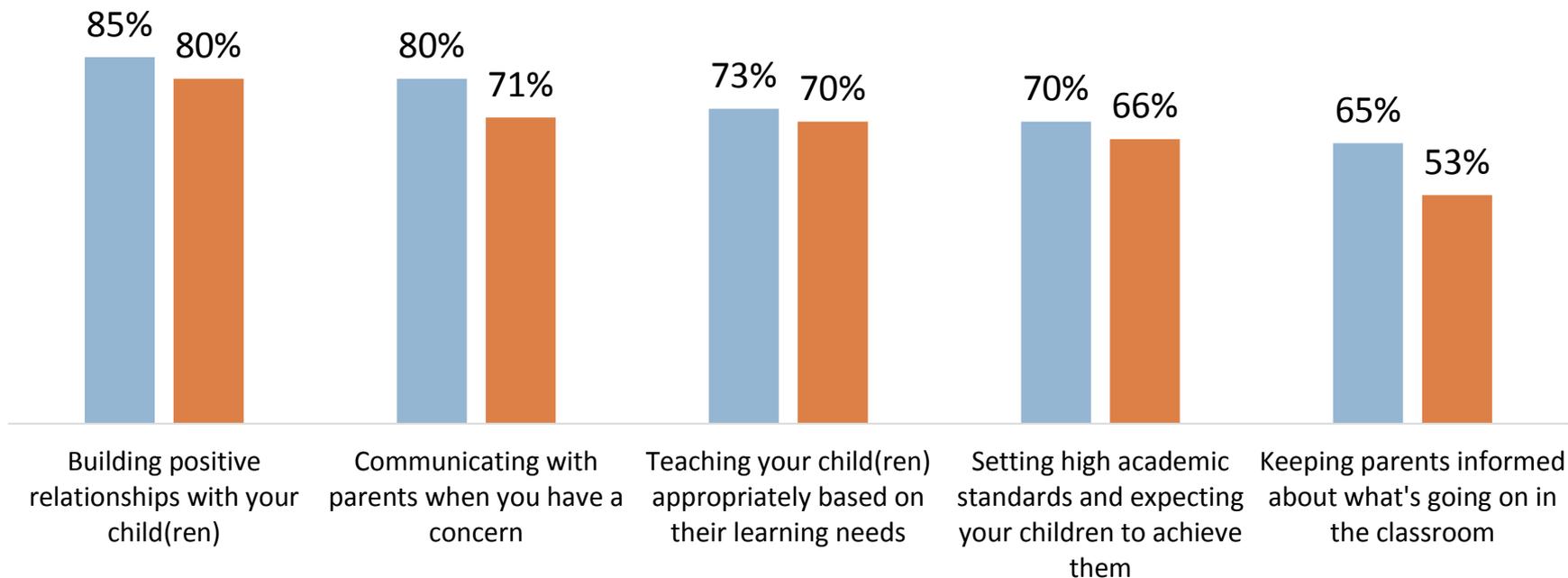


There has been a decrease in parents saying “excellent” or “very good” on how teachers communicate with parents when concerned or with classroom updates.

Time Trend: Ratings on Teacher Aspects

% Excellent + Very Good

■ '15-16 ■ '16-17

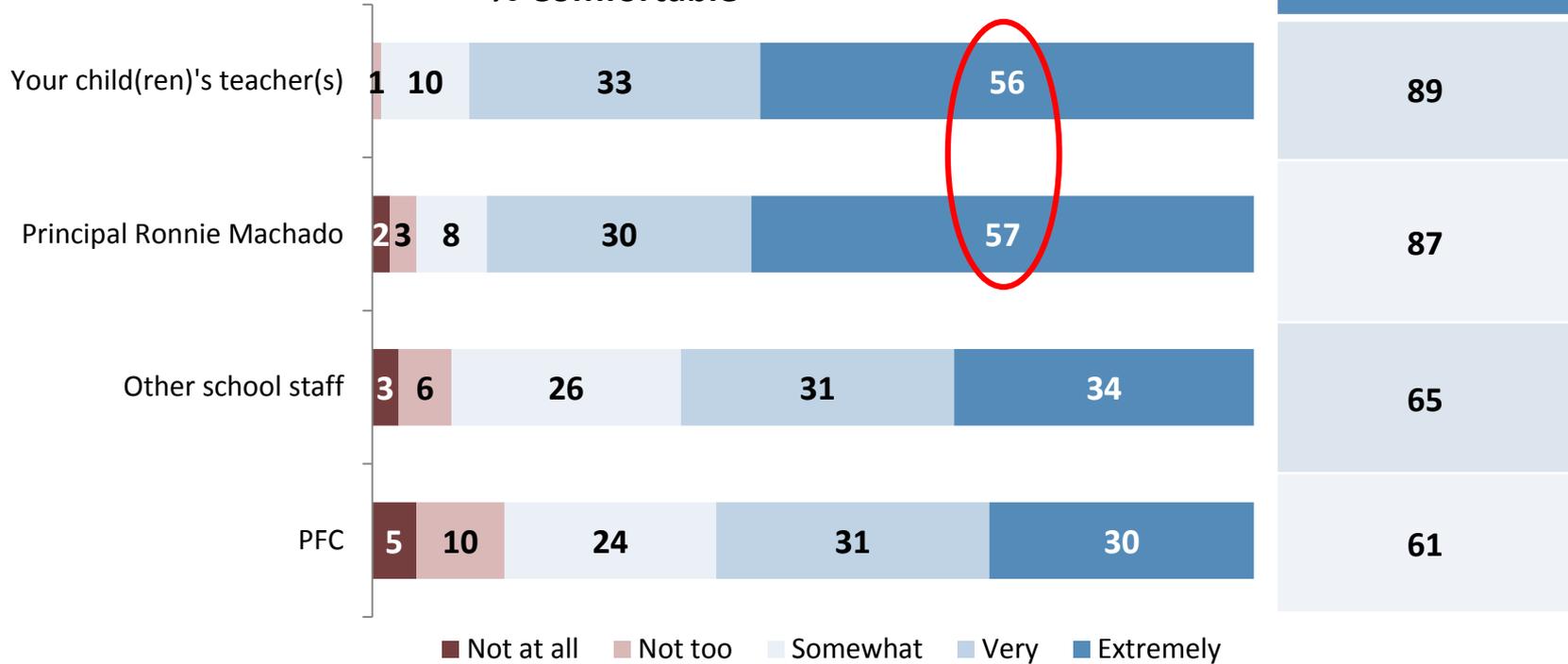




Community and Communication

Majorities are “extremely” comfortable raising concerns with the child(ren)’s teacher or Principal Machado.

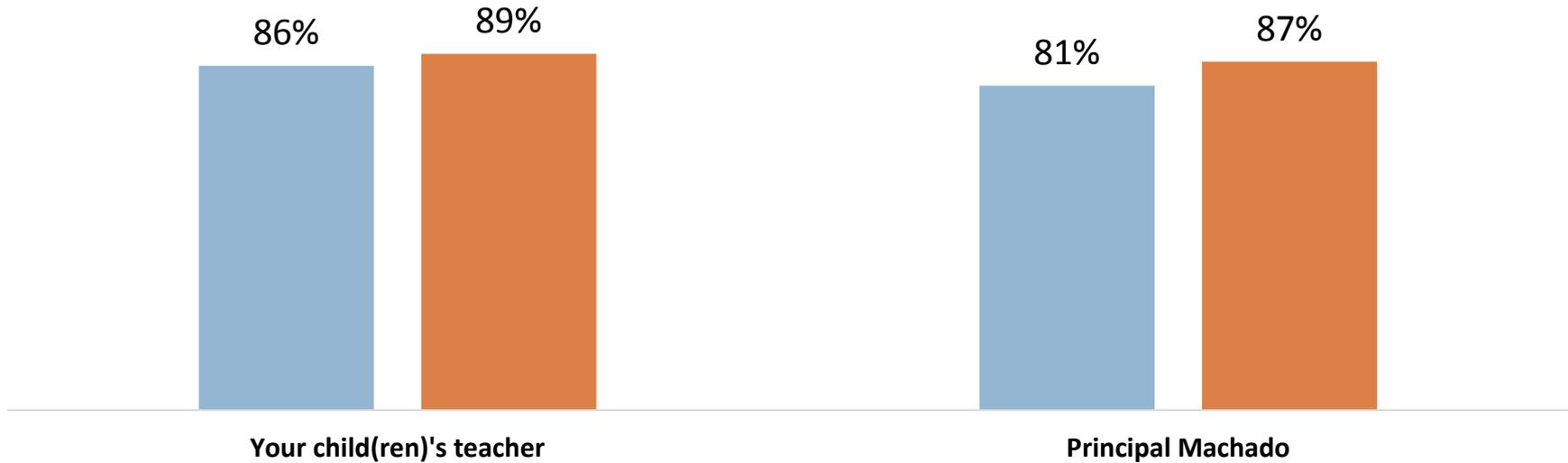
How comfortable do you feel raising concerns about your child(ren) with:
% Comfortable



The percentage of parents comfortable with raising concerns with the teacher or Principal Machado has increased somewhat.

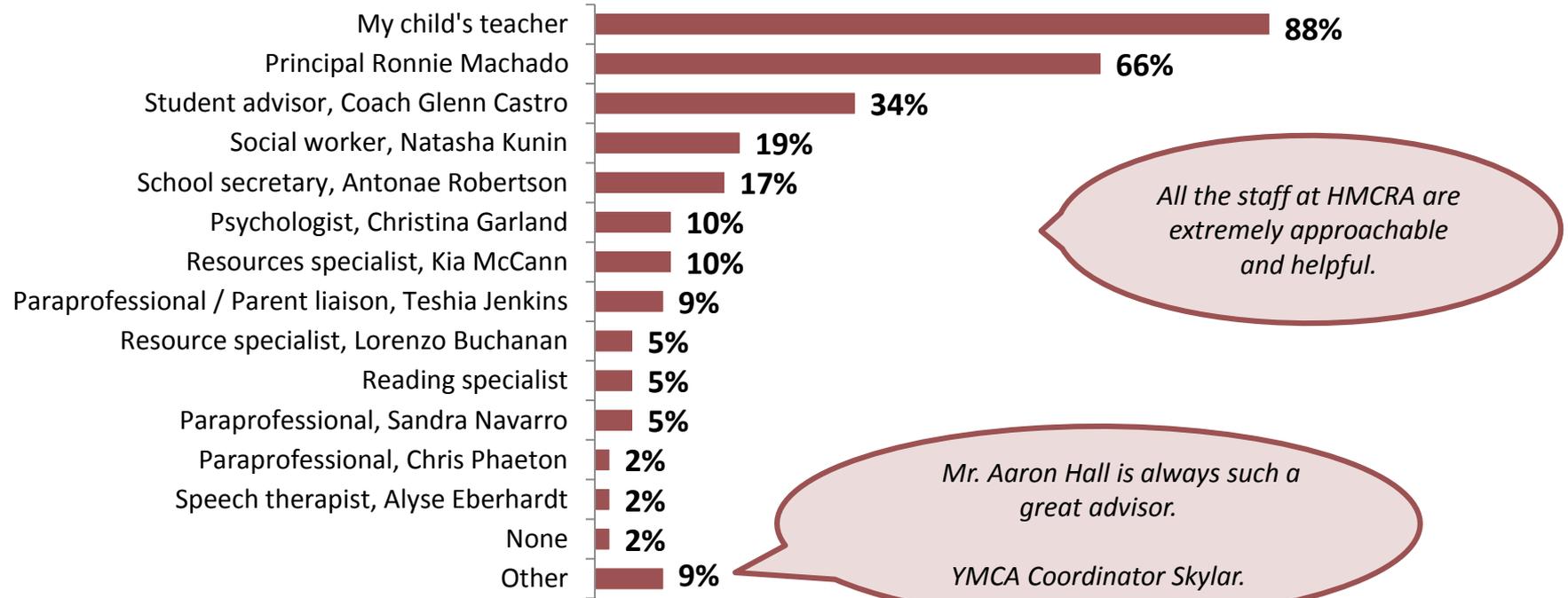
Time Trend: Comfort with Raising Concerns
% Extremely + Very Comfortable

■ '15-16 ■ '16-17



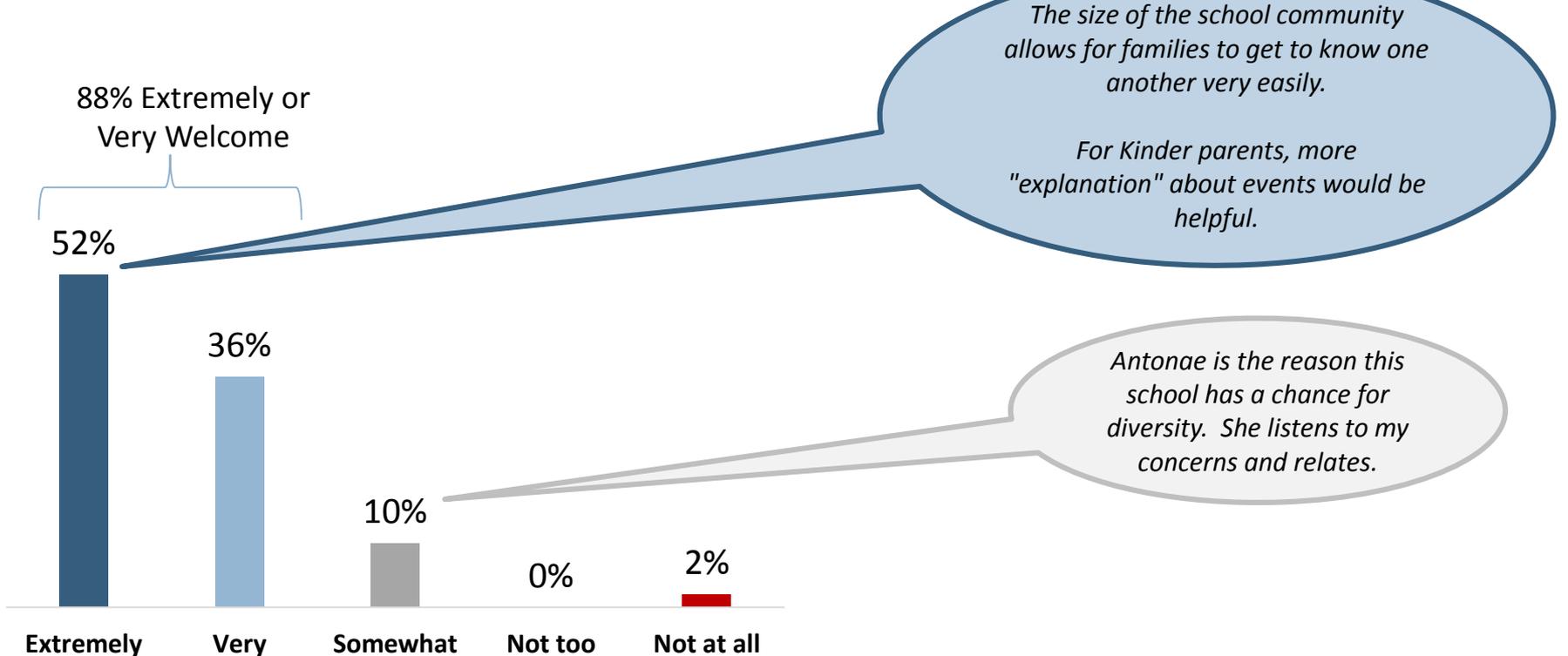
The student's teacher and Principal Machado would be approached by two-thirds or more of parent/guardians for support for their child.

If I felt like my child needed extra academic, social or emotional support, I would approach the following person(s) at school.



Most feel welcome at school events, though a few express concerns.

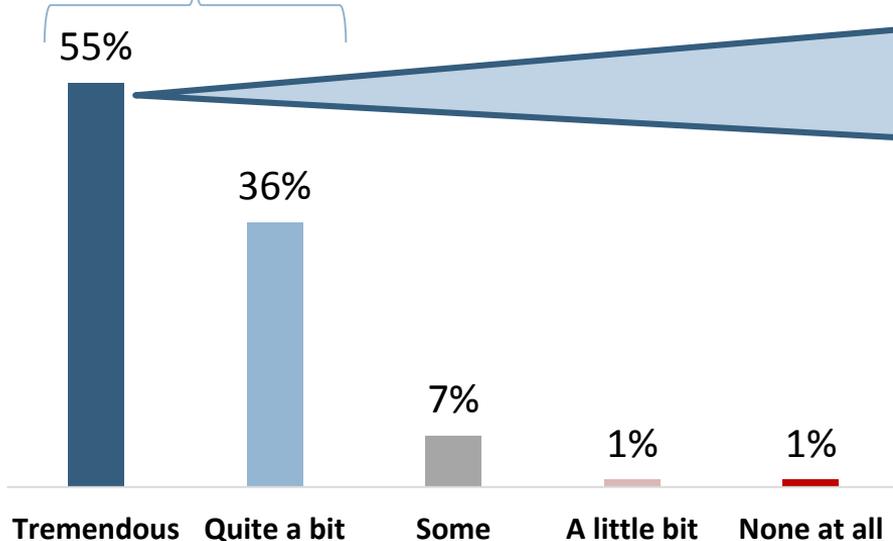
To what extent do you feel welcome at school events?



9 in 10 say think their child feels a tremendous or quite a bit of belonging to the school.

How much of a sense of belonging do you think your child(ren) feel at HMCRA?

91% Tremendous or
Quite a Bit of Belonging



Since day 1 of kindergarten our child felt so welcomed and content and a sense of belonging.

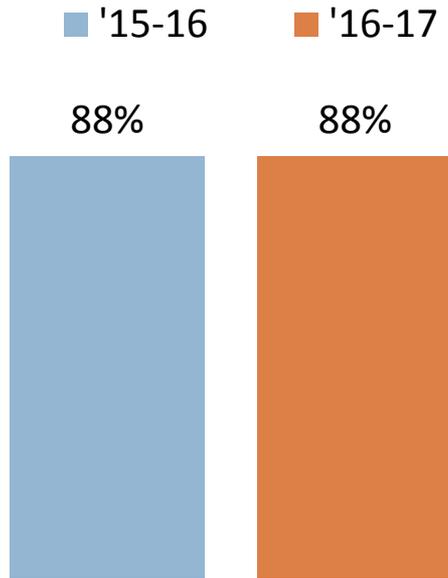
She's very proud to be a peaceful penguin.

I love this - so important. Small caring community, people know & support my child.



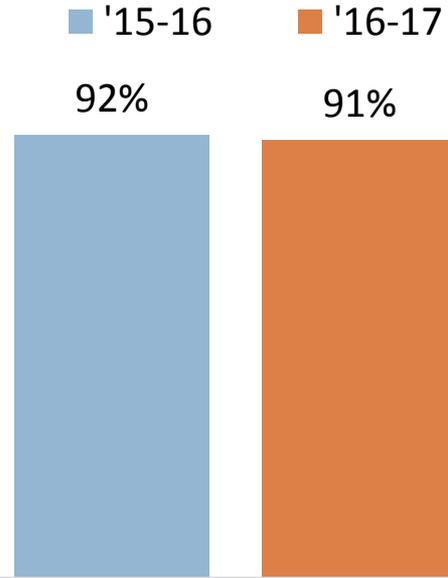
Very high marks last year and this year on feeling welcome at school events and children's sense of belonging.

**Time Trend:
Parents Feeling Welcome at School Events**



% Extremely/Very

**Time Trend:
Child(ren) Sense of Belonging**

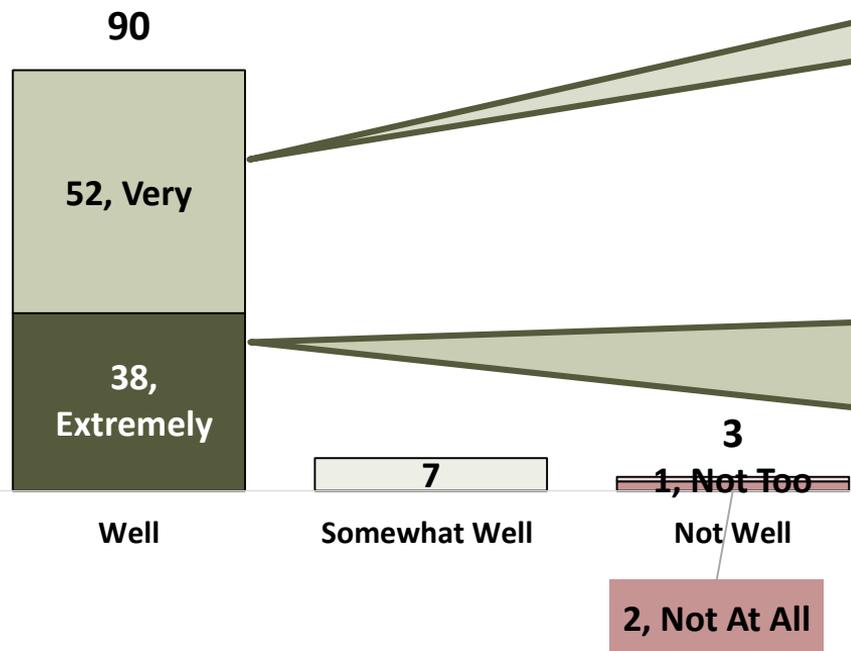


% Tremendous/Quite a Bit



Most say staff at the school are doing a very or extremely good job of helping students understand and respect differences in people and families.

How well does the staff at HMCRA help students to understand and respect differences in people and families?



It would be nice if we did more in the civil rights area. Loved the freedom march. More events like that please.

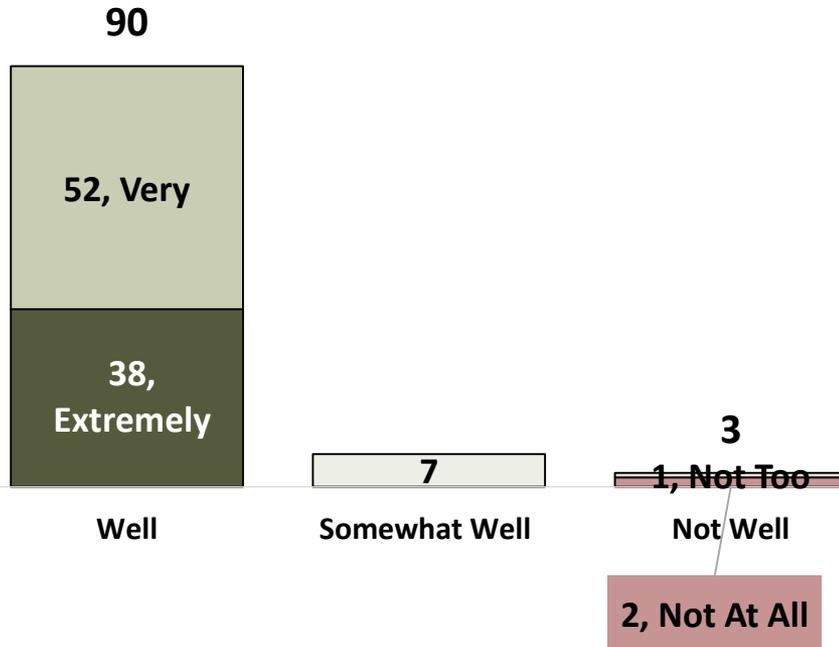
I am amazed at the level of understanding my son has around diversity/multiculturalism. This is especially important to us as biracial, same-sex families. We also appreciate how our children are developing compassion and tolerance.

I think this one of the school's strengths and one of the few where I can differentiate an HMCRA education versus others in the city.

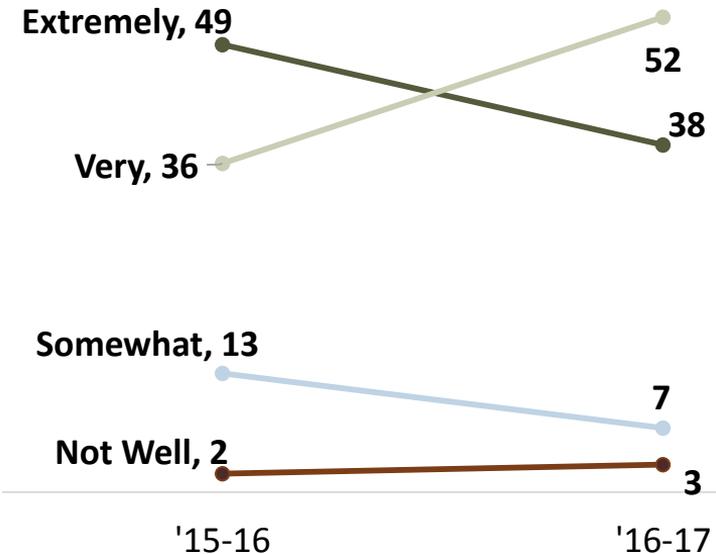


When it comes to helping students understand and respect differences, there has been a decrease in parents saying “somewhat” and “extremely”, moving towards saying “very”

How well does the staff at HMCRA help students to understand and respect differences in people and families?



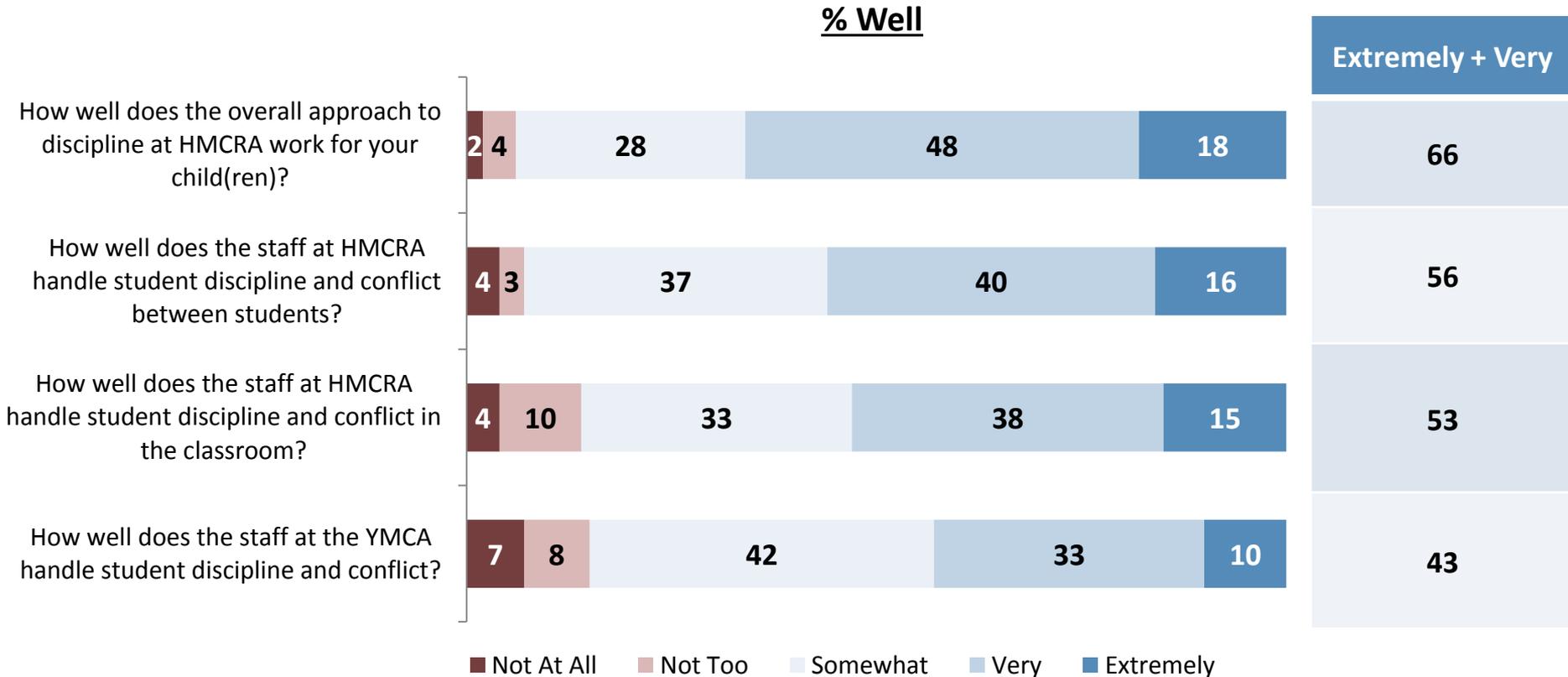
Respect Differences: Time Trend





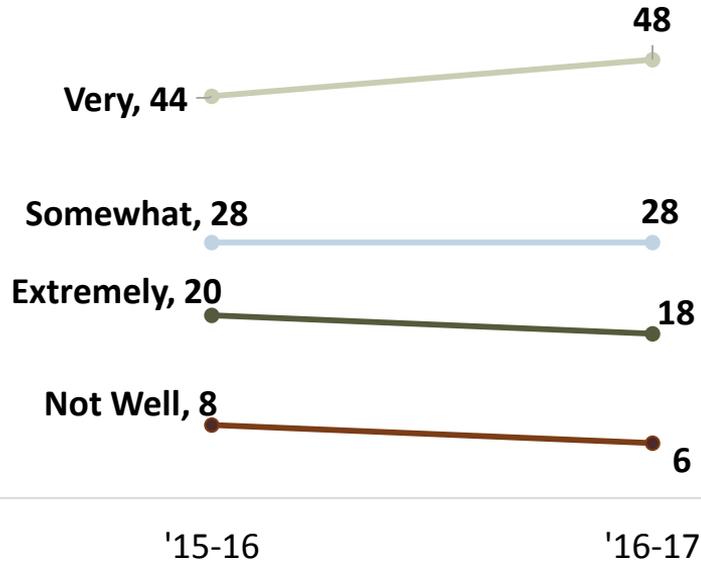
Discipline and Safety

Generally, parents describe discipline at HMCRA as working pretty well, though a majority of responses fall into the “somewhat” or “very” category rather than “extremely well”.

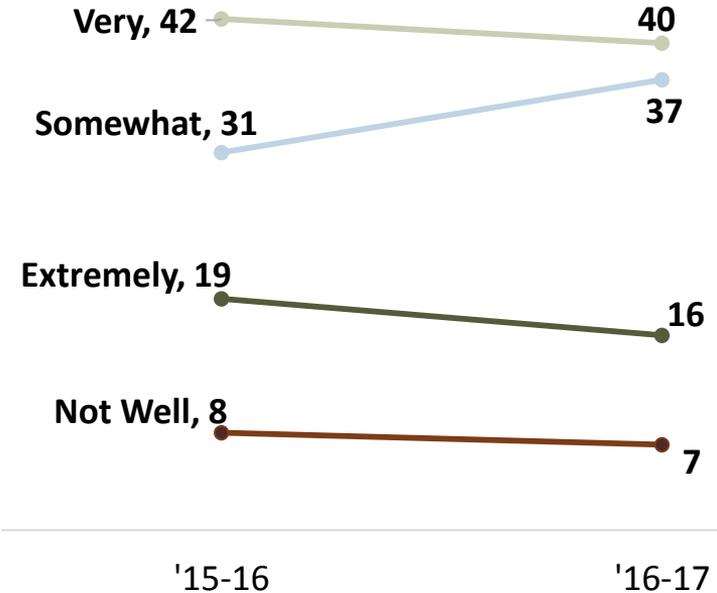


Responses on discipline approach and staff's handling are consistent with last year.

HMCRA Discipline Approach: Time Trend

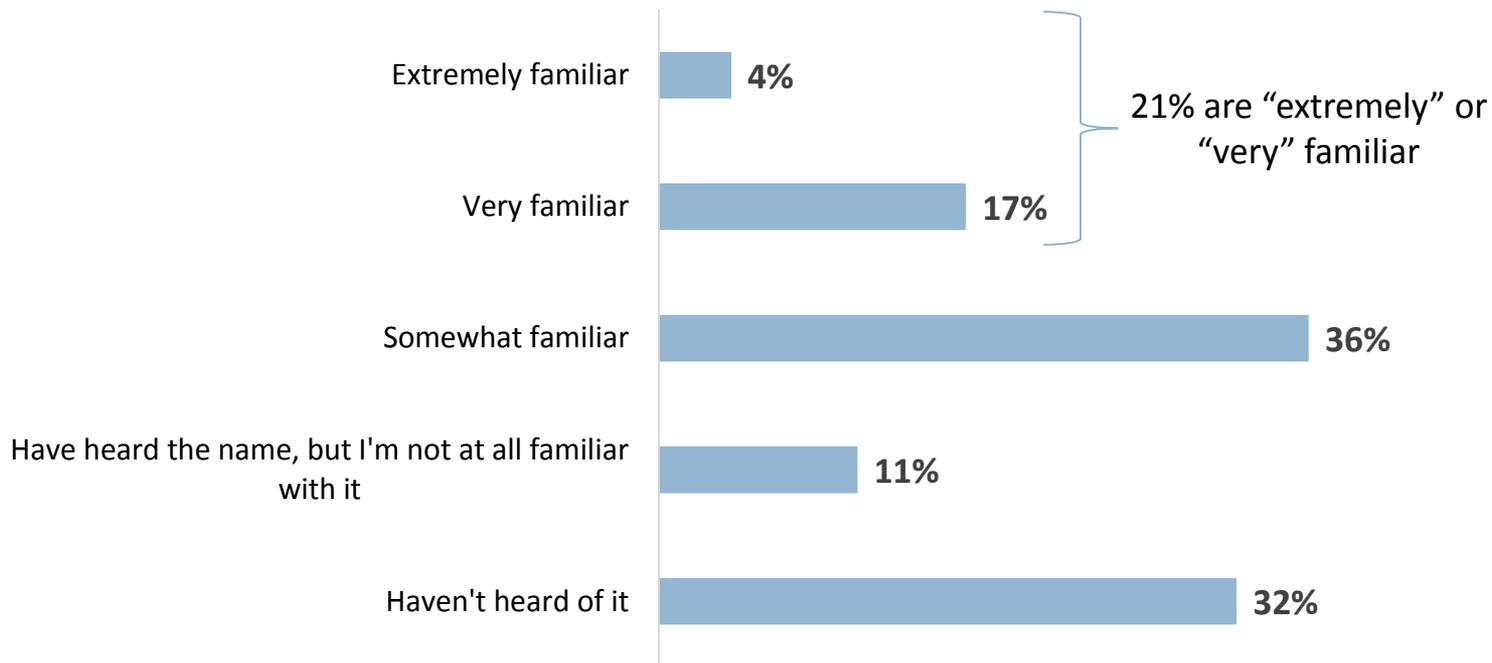


Staff Handling Discipline: Time Trend



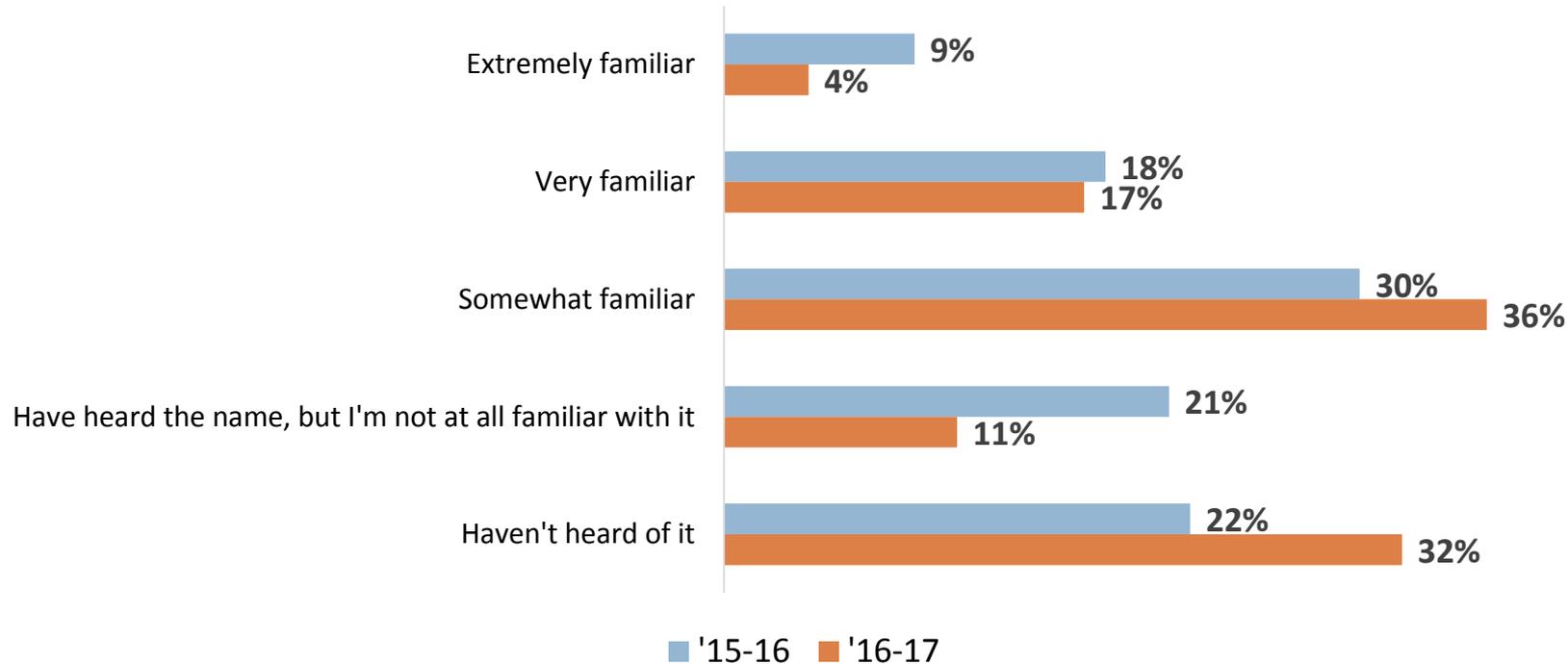
Only about one-fifth of families have a high level of familiarity with the Restorative Practices program.

To what extent do you feel familiar with the Restorative Practices program?



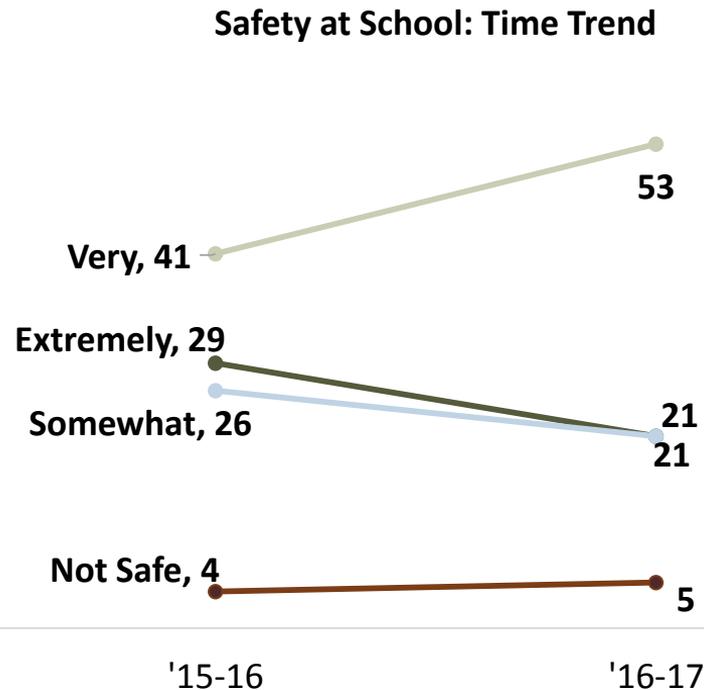
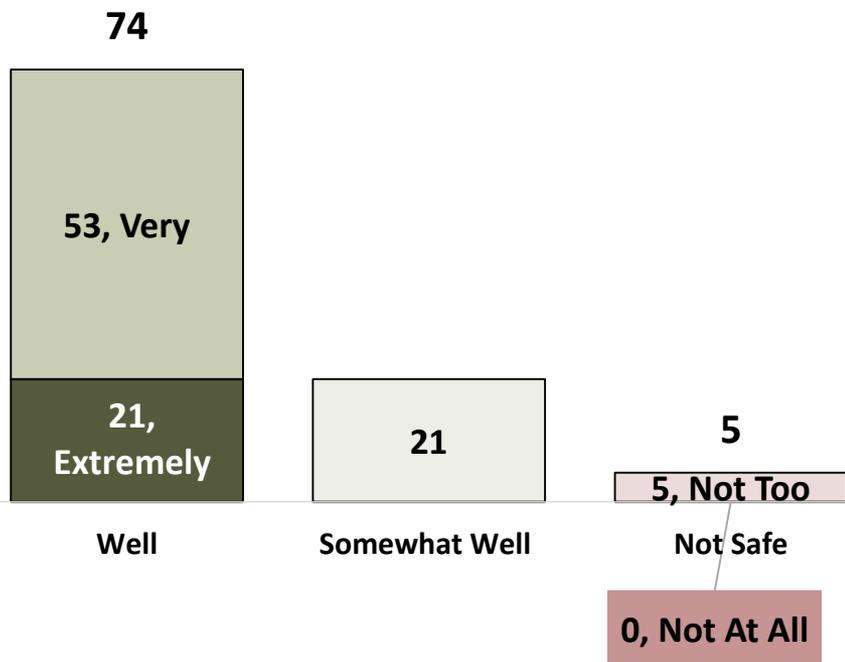
Fewer families express an awareness of the Restorative Practices program, with a 10% increase in families not having heard of the program.

Time Trend: Restorative Practices Awareness



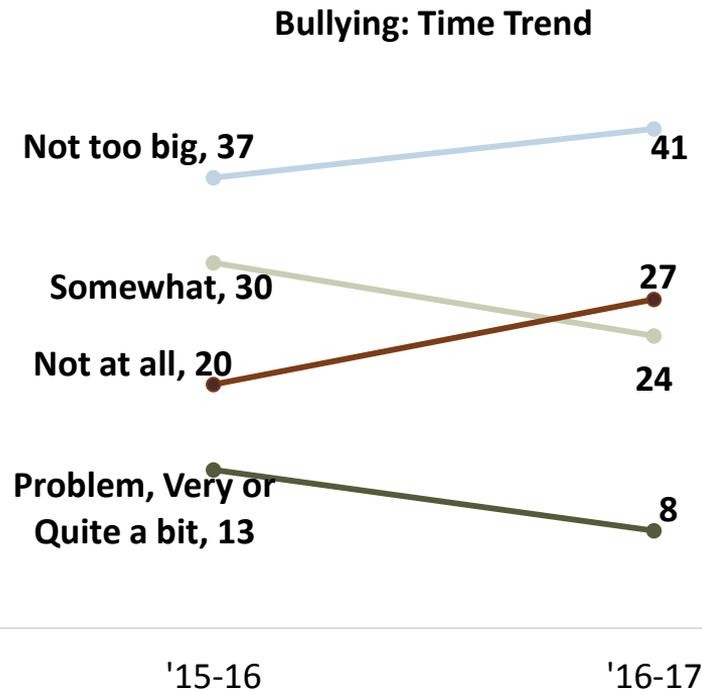
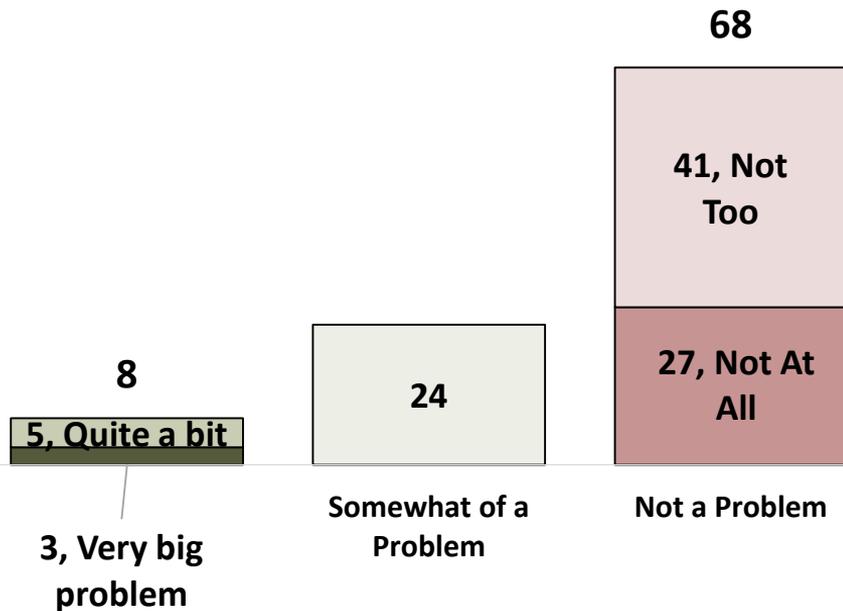
There has been an increase in those saying their child feels “very” safe at school, with the decrease coming from both the “extremely” and “somewhat” safe categories.

How safe do you think your child(ren) feel at school?



There has been a general drop in those saying bullying is a problem, with those saying “not at all” rising from 20% to 27%.

To what extent do you feel that bullying is a problem at HMCRA? (The definition of bullying and “imbalance of power” defined within the survey.)



Written responses by parents/guardians on issues of safety and discipline show some general concerns with citation of specific instances. Many also say they do not have enough information.

Concerns: Bullying and Safety

- My child has not felt safe when there are fights in the classroom between other students.
- My child has mentioned a classmate saying ""girls are stupid"" and has mentioned physical aggression in her classroom.
- My child is quiet and would never back talk a teacher or staff. But the discipline of other children (or children acting out) intimidates her.
- Typically it's the same children that are disruptive and disrespectful to peers and ESPECIALLY to substitute teachers.

Recommendations and Positive Feedback

- My daughter's teacher is very good about handling bullying. I love her statement to the children ""anyone messing with you or bullying you, come see big Chief and I'll deal with it"". They know she has their back.
- I think there's a need for a more conscious approach in supporting some children with special needs and in educating all children in what it means to be a good friend, to support each other and in helping them to become competent in resolving conflicts and explaining their feelings.
- I do observe this , my child observes it as well especially with the ""Big Boys"" . However she seems to really be learning a great deal about being kind to your classmates /learning community and navigating conflict without abusing others or allowing to be pushed around.

Need More Information

- I don't have enough information about the overall discipline approach at HMCRA to really respond to how well it works for my child. She does mention that teachers yell and that she has to put her head on her desk, neither of which she is a fan of. I responded ""very familiar"" with Restorative Practices only because I used to work within SFUSD, not because of my role as a HMCRA parent.
- It is difficult to answer these questions. My true answer is ""don't know"". I'm unfamiliar with the overall approach to discipline and have not witnessed in a way to judge fairly how staff or YMCA staff have handled incidents.





Programs

Among parents/guardians of students in the Special Education Program, there is a mixed level of satisfaction expressed.

Overall, how satisfied are you with the support received at HMCRA for your child with a disability, IEP, or 504 plan?

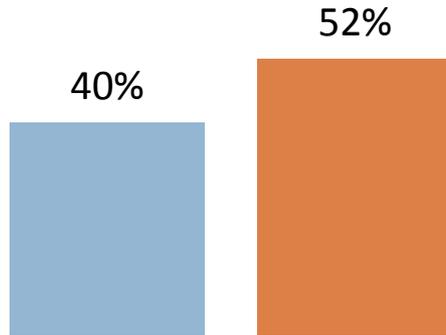
Note: Small Sample Size (n=11)



There has been an increase in the usage of the before school program, with about similar percentages for the after school program.

Time Trend:
% Usage of Before School Program

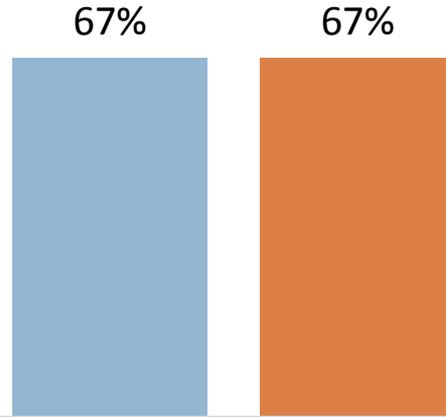
■ '15-16 ■ '16-17



% in Before School

Time Trend:
% Usage of After School Program

■ '15-16 ■ '16-17



% in After School



A majority of parents/guardians are satisfied with the Before School Program.

Overall, how satisfied are you with the Before School Program?

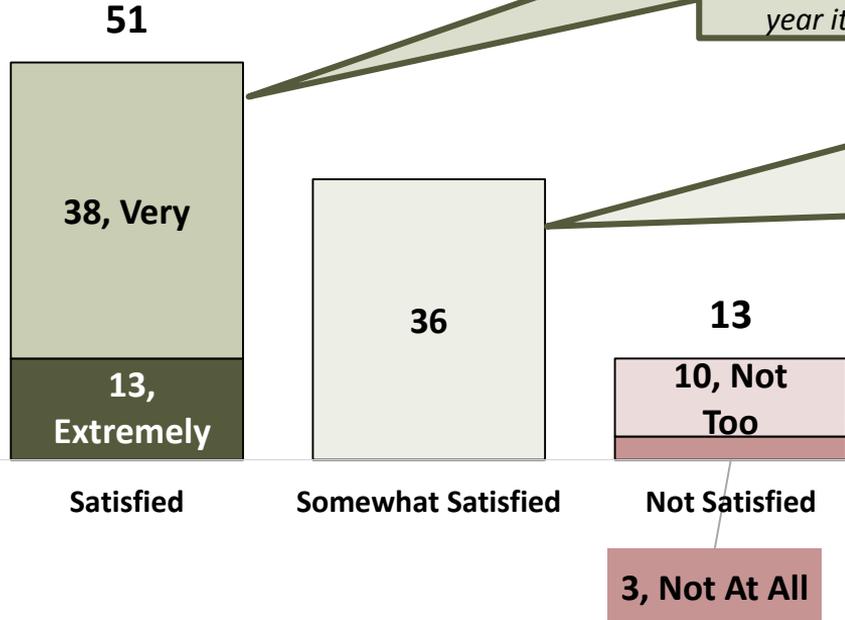
It seems like they do a good job of letting the kids run around and play before school in a safe environment.

The changes that were implemented after last year have made a big difference. Last year my son didn't always like to go to the Before School program, but this year it's a 180. He especially loves the groups the YMCA has implemented.

The before school program often seems unstructured. The clubs have been a welcome addition, but it would be nice to see more structured activities happening on a daily basis to engage my child. The looseness often prevents her from feeling immediately engaged and she's often not sure what to do or where to go.

My daughter would like more time to run and exercise if possible in the mornings.

Most days, it feels like a complete free for all. It's wild and unstructured. My child hates going. Tuesdays and Thursdays are better since they have the clubs (e.g. Lego club or art club).

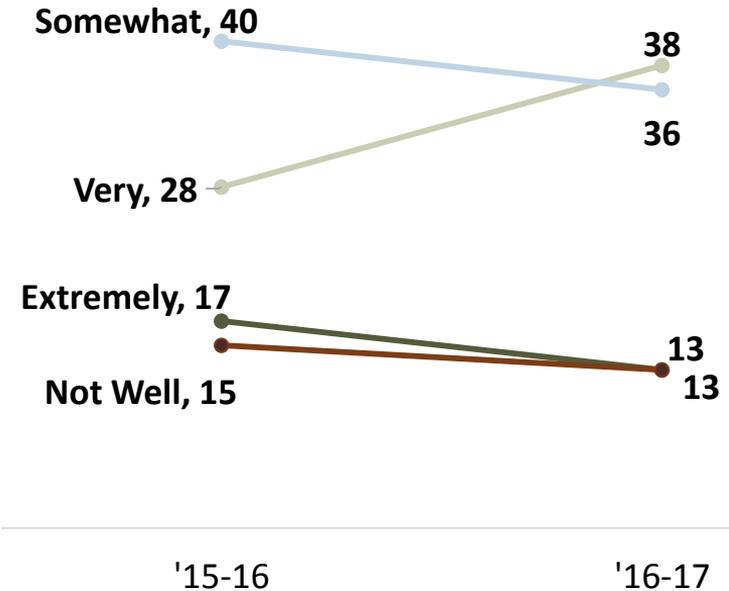


Many more parents say they are very satisfied (28% to 38%), with small drops in those who are extremely satisfied, somewhat satisfied, and not satisfied.

Overall, how satisfied are you with the Before School Program?

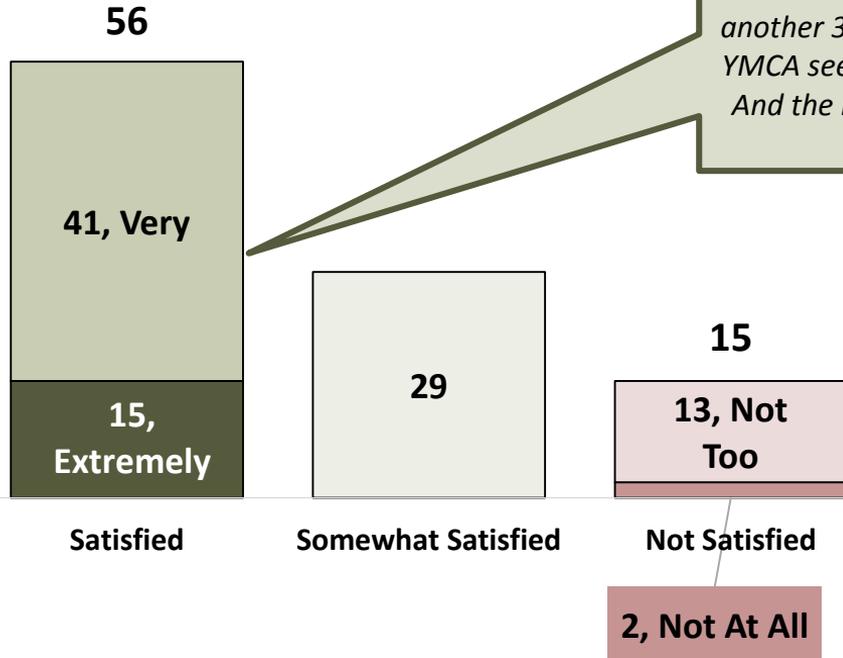


Before School Program: Time Trend



A majority of parents/guardians are satisfied with the After School Program.

Overall, how satisfied are you with the After School Program?



Most improved. Skyler is a huge improvement. The program is more organized and everything feels much calmer.

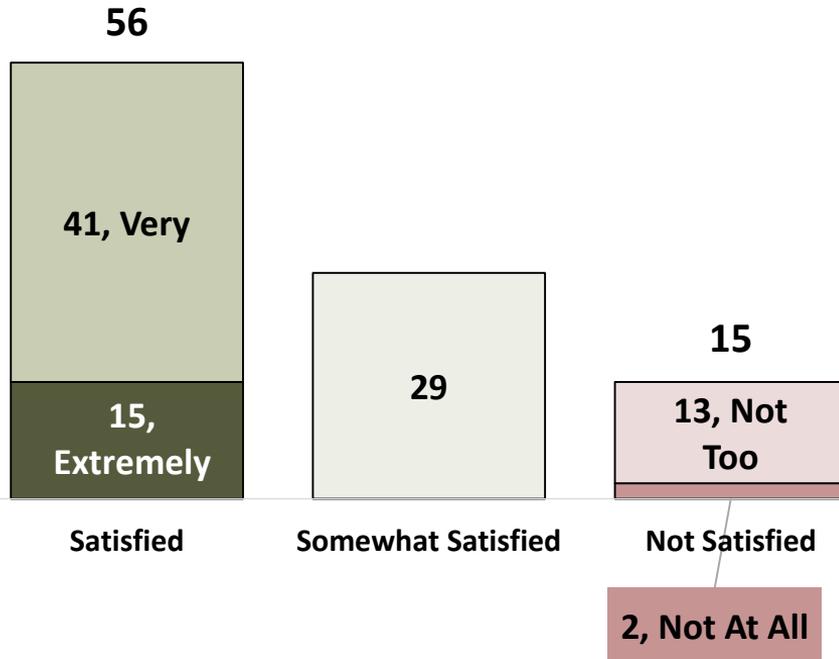
Great staff. As my child often spends as much as 5 hours with YMCA staff (plus another 30 minutes at lunch?), compared with 5.5-6 hours with HMCRA staff, the YMCA seem like a much bigger part of the community than often given credit for. And the hours of staff are just brutal with the split days, just something to note, when considering how the school thinks about the program.

The staff is wonderful, but I wonder if there could be more consistent programming around activities. On the days when a grade-level activity is happening, my child appears enthused and engaged. The STEM activities have been particularly successful. It's also great that they get physical activity, but it could be nice to have that portion of the program more structured around a group activity or game during outside time.

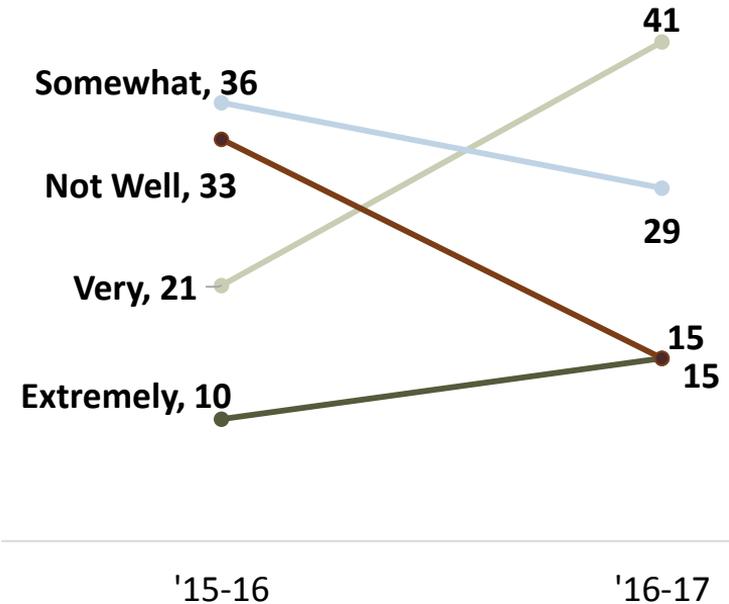


Very large increase in satisfaction with the afterschool program; the percent saying “extremely” or “very” has increased from 31% to 56%.

Overall, how satisfied are you with the After School Program?



After School Program: Time Trend



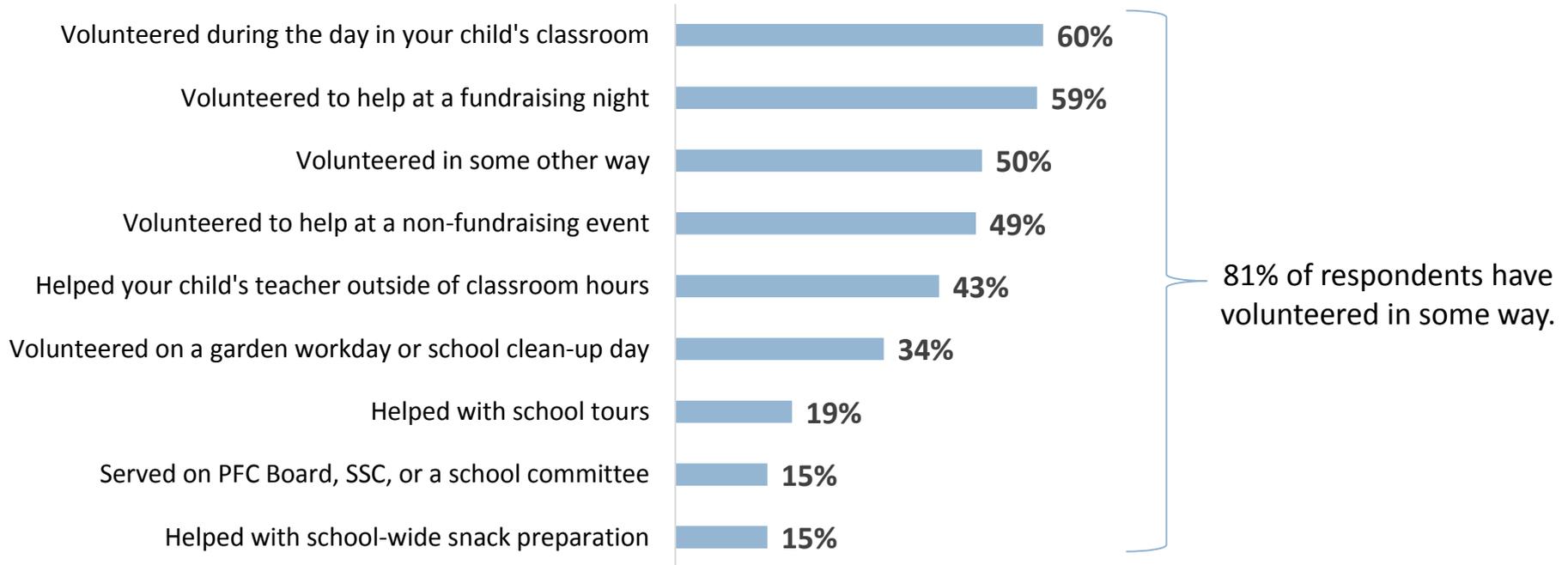


Volunteering and Donating

There are high levels of volunteering at HMCRA, with 81% answering yes to at least one of the ways of volunteering.

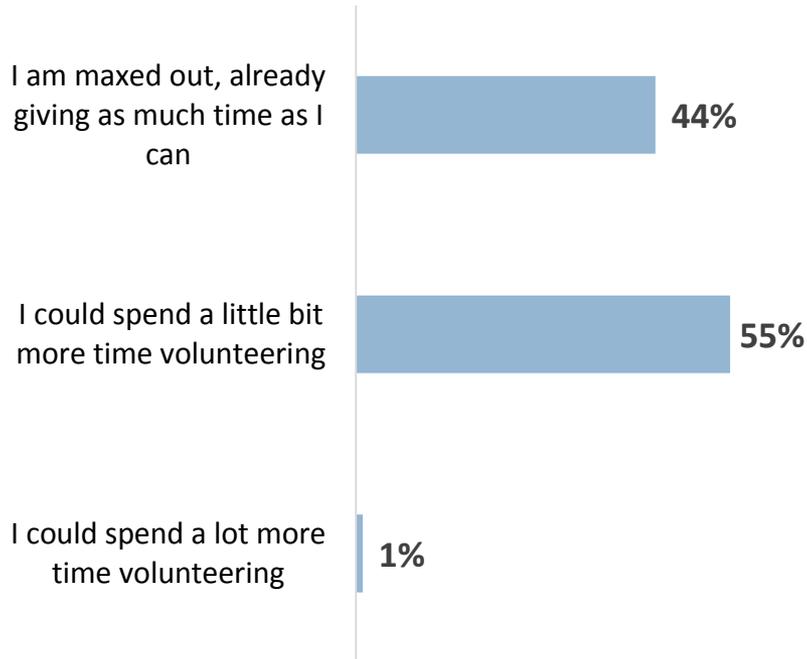
Have you ever volunteered your time for HMCRA in any of the following ways?

% Yes



Half of respondents say they could volunteer a little more time.

Which comes closest to how you feel about the time you have available to volunteer at HMCRA?



Parents/guardians mostly site hectic work and family schedules as reasons they do not volunteer more. Some seem to be asking for more information about volunteer opportunities.

Chaotic weekday work schedule, and unclear about actual needs of our child's classroom for our volunteer abilities. We're actually about as integrated into the school as volunteers, as our child is into the mainstream school day.

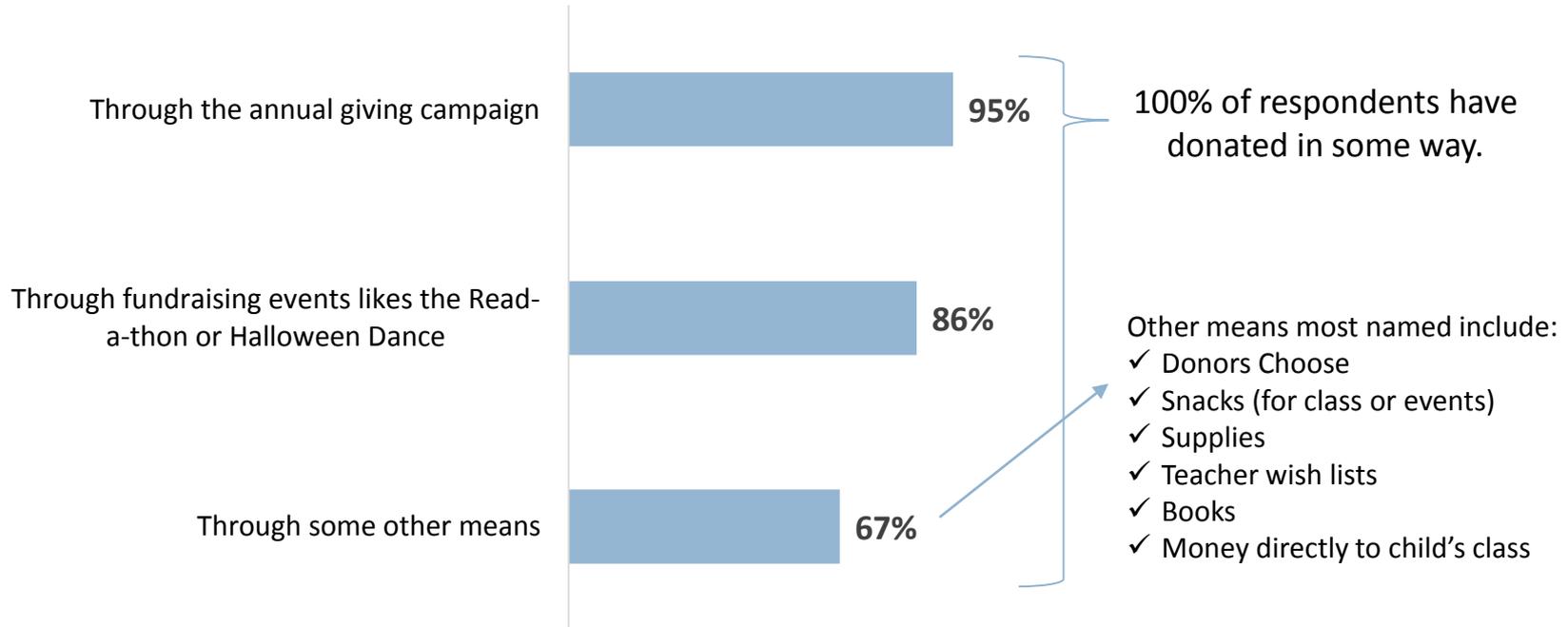
I'm not available during the school day and I'm not always aware of opportunities to volunteer outside of school hours.

I would need a volunteer opportunity outside of work hours (after 5pm weekdays). Also I travel a lot for work, so a regular schedule is a challenge. I hope to volunteer for an upcoming field trip and would love ideas for what I could do outside the work day to help.



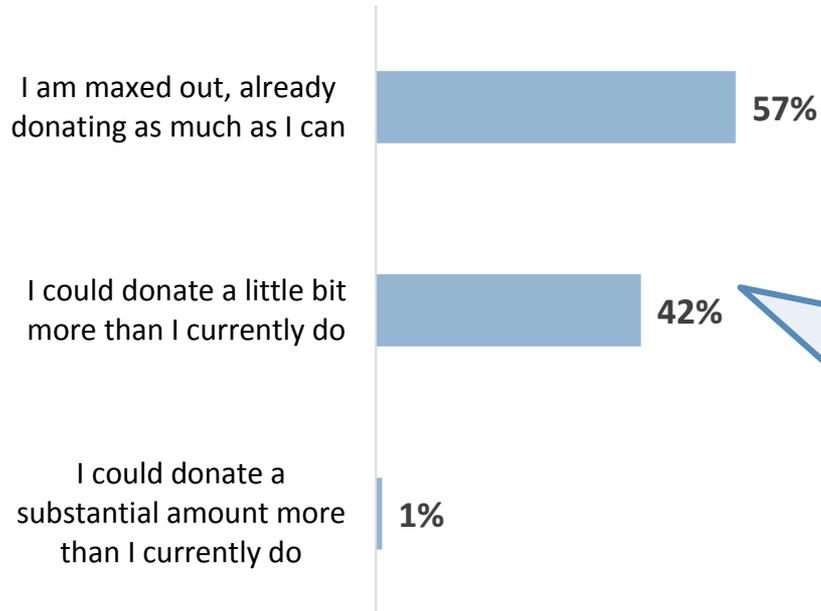
95% gave in the annual giving campaign, with all respondents saying they give in at least some way.

Have you ever donated money to HMCRA in any of the following ways?
% Yes



Most say they are maxed out when it comes to donations to HMCRA.

Which of the following comes closest to how you feel about your ability to give financially to support HMCRA?



Parents/guardians mostly say they give a lot already on already stretched budgets, but could possibly give more.

Mainly budget issue but agree we should give a little more.

Offer more variety to donate, maybe to specific programs rather than a general fund.

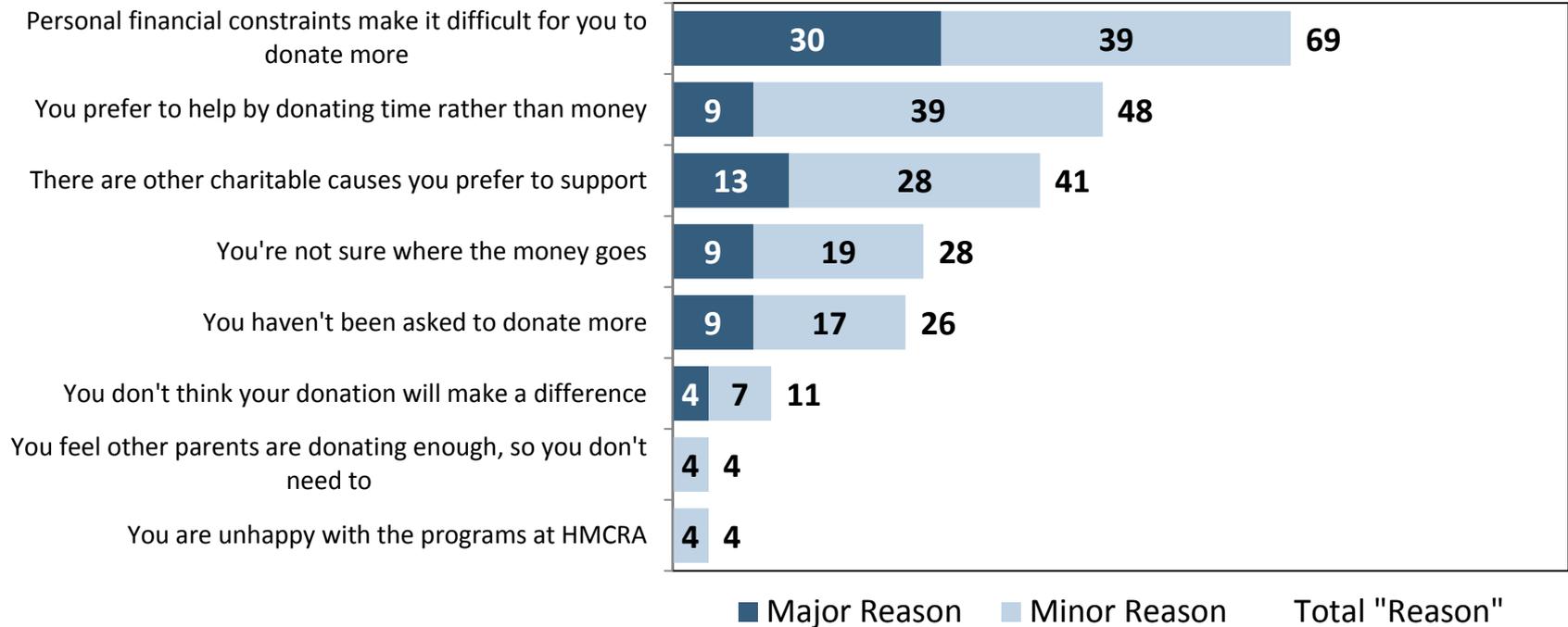
It is unfortunate that families must give money to get the things needed for a well functioning public school. It makes me mad when I think about it too much.

I feel I have donated quite a few hundreds of dollars to the school. I am not opposed to donating money, but I would like to see programs as mentioned previously.



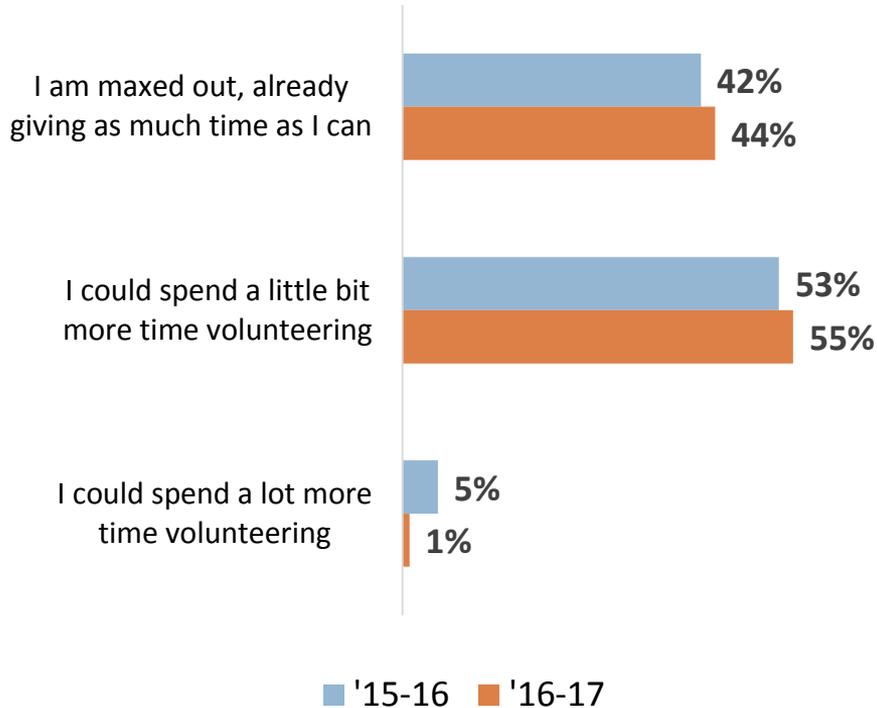
Personal financial constraints are the top reason cited keeping parents/guardians from donating more money.

Major or Minor Reason Keeping You From Donating More Money to HMCRA

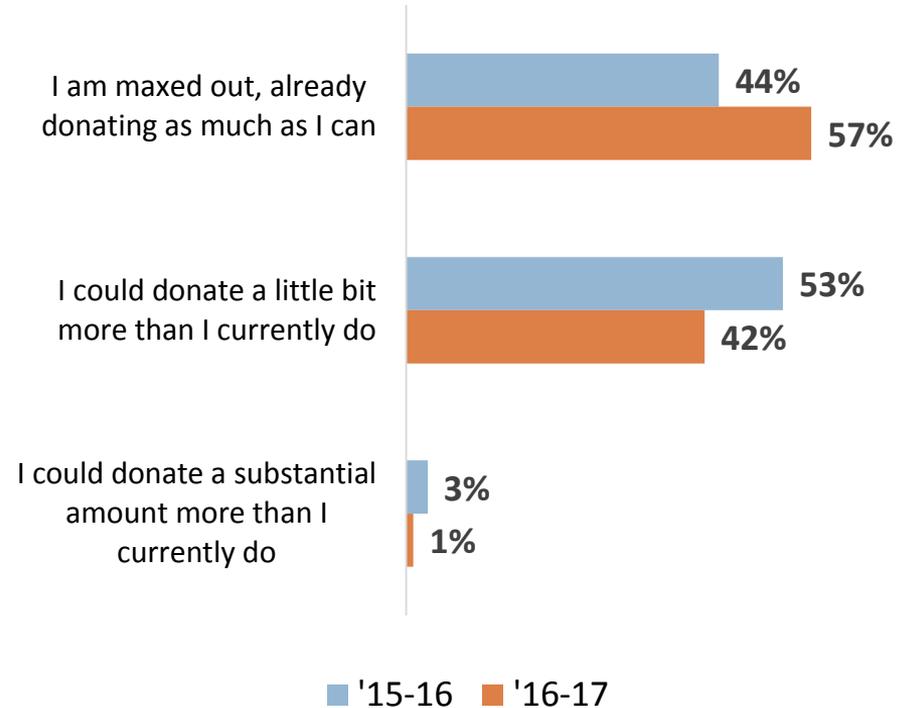


More parents/guardians say they are maxed out on donating this year. The volunteering numbers are consistent.

Time Trend: Volunteering



Time Trend: Donating





Summary and Reflection

Summary of Findings

Strengths

- Over three-quarters of parents who responded report being very satisfied or extremely satisfied with the school; those saying “extremely” satisfied grew since last year
- There are very high levels of involvement and donating
- High level of satisfaction with teachers and staff
- Report that parents/guardians and their children experience high levels of belonging
- Core set of shared values about equity and diversity
- Positive marks given for the improved Before and After School program

Challenges

- Discipline
- Bullying
- Decrease in diversity
- Clear and consistent communication with parents
- Challenges involved in differentiating instruction for both students behind grade level and students above grade level

Opportunities

- Lots of good will that problems can be solved
- Many would volunteer more if asked for specific needs, or if opportunities arose outside “regular” working hours
- 42% say could donate a little more (a drop from 53% last year)



Discussion and Reflection

- ✓ **What are some celebrations?**
- ✓ **What are some suggestions for improvements?**

Thank you to all families that took the time to give us your valuable feedback!

