

SAFE AND WELCOMING SCHOOLS

- Less than half of students feel safe in school, but a majority do feel comfortable talking to teachers, and only a quarter of students feel their peers are safe
- During the COVID year, parents and kids felt more welcome/safe

Do you feel students feel safe and supported at school? What makes you feel safe / not safe?

What gets in the way of feeling connected, seen, and valued?

How helpful is the school staff with safety, discipline and other issues?

What ideas do you have for making the Reynolds Schools more inclusive, so that people of all backgrounds and identities feel connected, seen, and valued?

How well are students at school socially connected with their classmates?

Please share your agreement with this statement: “My teachers have fair rules for the class and is extremely impartial.”

Is it easy for you to stay focused in your classes?

ACADEMIC ENGAGEMENT

- Over half of our students are chronically absent (missing over 10% of days)
- Disparities between marginalized students/focal students (e.g., students of color, LGBTQ+, students with disabilities, English learners) and white students on all academic metrics
- Black/African American and Alaska Native/Native American students are not enrolling in AVID at the same rates as other race/ethnicities
- Students receiving SpEd services outperform students receiving EL services on OSAS
- Low performance on OSAS across all groups and subject areas and even where there is growth it is low (<1 year’s growth)
- Black students are twice as likely to be disciplined than other students

What do you find most engaging about school? What motivates you?

Which aspects of the class do you find least engaging?

What academic supports do you find most helpful?

What classroom activities do you enjoy the most? The least?

Given a chance, what is one change about teaching and learning that you would like to see?

Do you feel you can ask for help / how do teachers and staff help you?

Does your teacher encourage you to perform better?

To what extent do you agree or disagree with the statement: I found value in what I have been learning so far this month?

In what ways does your family support your academic success?

Do you receive academic supports from organizations/groups outside of the school?

LATINE

Kids take things too personal.

When adults are present, behavior changes.

Students know more than teachers do (more context, some students know how to solve the situation, more than teachers do). We expect staff to know what to do.

Students are not asked about how they think to solve problems.

“A lot of people doubt that we can be safe if anything can happen.” Don’t think that

Connected – friends, some of the teachers have built a relationship with, counselors.

Fixing up things – bathroom, hallways, cafeteria, working tennis courts. Food – it’s all too healthy.

Already doing a good job with inclusion (flag walk, spirit week).

A good chunk of teachers treat people equal, but some are set in their ways and beliefs. But you can’t fire them for that.

What motivates you?

Don’t give us work packets. Not everybody learns through a packet, like hands-on or visual learners. Some teachers: ‘I can’t help everybody, too much to do so I’m just not going to do it.’

At first taking easy classes. Now taking harder classes, AP. These motivate me more. Didn’t know about those classes at first.

The teacher’s energy. If the teacher is bored. Better when the teacher is happy.

What would help you with your academics?

If I can’t understand an assignment ... trying to find different ways to learn, not just get it done, but really learn it. Explain it in a different way. If you understand what you are learning, it motivates me to continue to learn.

We should have a study group like a month before finals. With other students that we know, or can get a chance to know so that we can learn together.

EASTERN EUROPEAN/CTE/AP/DUAL CREDIT

Gangs, guns. To hear safety at school, it's not. It ain't safe here. History of school shootings, fights, kids getting jumped. "People who are in minority groups (LGBTQ+, autistic), I've had hate crimes, slurs, yelled at because I use stim toys in class."

Certain people who aren't safe. Offended in any way and see that as a reason to attack you.

How this school handles discipline. Story about kid who got jumped, SMT waited 20 seconds before intervening, kids who jumped him ran away and didn't get in trouble. "There was no justice there, whatsoever."

Last year, I watched a kid get jumped. The kid who jumped him ran away. At least 4 teachers in the hallway. I was there. None of them did anything. A hole in the wall from that incident. Just now it got covered up.

In my three years here, there have only been three SMTs who are understanding of outside situations. They understand that we don't want to be here at school, we are forced to be here, shit outside of school.

What helps you feel connected to school?

Friends. A teacher that connects with me, cares about me. Makes me want to go to that class more. They check in on me. Access to educational opportunities I can't get at home. Most core classes are things you could Google at home. Shop classes, cutting edge technology.

Do you feel like everybody is valued and seen? No. I walk through the school and see people sitting alone. It doesn't look like they are connected. Leading up to the Transgender Day of Remembrance, the amount of slurs I heard. Teachers heard and only one checked in on me. Panic attack at lunch – two girls I didn't know came up to me to help. On the student side, I think that there is more connection. On the teacher side, it's a 50/50 split. Teachers have their favorites. Teacher's pet – get A's, do their work, listen.

Chronic Absence/Academic Performance/Discipline

What motivates you?

CTE classes, if teachers explain it and make me understand it I don't mind going to that class rather than sitting there being confused.

Push boundaries and skills while I can freely. I have access to tools that I will never again have access to.

Internal motivation: I have a plan for my life. I want to have a specific job, get a place to help. I like getting As for myself.

Change about teaching and learning: add more life skill classes (i.e. taxes, stocks ... econ is senior only, financial algebra is an optional math class). I have a job, if my mom let me, I would ditch high school. F Algebra II and put Financial Algebra there. Don't feel prepared for the world when I leave high school. Applicable content for the world. Put important stuff in the required classes so we can go into the real world.

No kids reported that Ninth Grade Access was helpful. Don't feel like they learned anything in Access. The only reason I went to that class is to do homework for the next class. It's useless. All I remember is taking a personality test and learning to highlight in different colors. Get rid of Ninth Grade Access and put taxes in there and how the economy work, inflation.

A lot of mandatory irrelevant classes, and the relevant classes (like Driver's Ed) are optional or can't take it until you are a senior. What if I wanted to do HVAC as a freshman? Freshman year, learned to make games on Scratch – could not take the class where I am building on things I want to do until this year (Junior). Needs to be a change in what is mandatory.

Creating schedule – in this order, I want these classes. If not enough people sign up for class A, then we don't get it.

Extend the deadline to change classes – not enough time to learn how the class is gonna be. Takes too long to get in to see the counselor.

We have people all the time who come in and ask us questions all the time and nothing changes. We are here today for the future generations.

Teach teachers more about diversity.

PACIFIC ISLANDER

Do you feel safe? No definite answer. School has a lot of resources. Good teachers. There is a lot of violence in our school. Hard to feel safe when we see it on a weekly basis. Sometimes I feel like a want to trust a teacher, but you have a constant worry if I say something will it turn into a huge thing, so you stay quiet and nothing gets done. Depends on the situation – can tell about a fight, but not if I don't feel safe with another teacher (bias).

Do you feel connected? Free period, usually check in with administrators. Having connections is an advantage. A lot of teachers go out of their way to help. Feel like anyone can do that – I bring in my friends to new programs I am in. / Not everyone has access. Sometimes been vulnerable and open up and teacher says they understand, but they don't

Teachers support by being checked in, believe I can succeed in their class. A lot of people don't feel supported by their teachers because they don't have the connection. It doesn't need to be on the student – the teacher can check in and have the student's interest. Take notice how I'm feeling and came to me instead of me have the courage. Teacher and student bond – take into consideration each student, not just the outspoken ones. When the teachers come to me, I will start talking.

"I don't think of a teacher as someone who I would go to with a problem. If the teacher approached me..."

What motivates you/makes you feel connected?

Graduation. PI Club. My mentor. Family. Proving myself. Classes that are not as boring as others (culinary, biology different kinds of labs). Boring classes – language arts. Hanging out with friends. Extracurricular activities. Programs that come to the school – Greater Than, has a separate homework club, get paid to be in.

Not motivated when a teacher makes me feel like I am not doing good, they are disappointed in me. Oh, look who finally decided to show up. Makes me feel more embarrassed. There is no way you're going to pass the class – don't give them any options or support. Some teachers don't even seem happy to be here – why are you even a teacher?

Senior Inquiry – 80 students in class. Need more support.

Like more hands on instead of listening to a teacher scroll through a presentation and taking notes. Ok for one day but not a whole week - like in my language arts class. I want to actually write a short story not listen to a guy who died 100 years ago. Teacher presents, gives a paper then sit quietly and work on it. "Stop talking." "I already explained this."

Other things we can focus on – how to do our taxes, how to get a home. Implement those ideas into our core classes. We already don't have enough room in our schedule for the classes we want to do. AP class as an elective.

Have events that cater to representing who I am. Multi-Culture fashion show, Unity Week. How can we do it in a way that supports everyone but not just at a certain time. It would be nice to have something that we can always have to represent us. That's why some kids build that dysfunctional relationship with school.

LGBTQIA+

Most students don't feel safe. Peers fighting, verbal issues. Staff responses aren't great. Minority groups feel nervous and anxious to be at school, prejudice and segregation at school –

less inclined to come to school. If they were online, they felt less judged, less anxious. Didn't have to worry about their social anxiety – the way they look, can just turn off camera.

Look forward to seeing peers and teachers I am comfortable with. Sometimes I come because of classes I have chosen to take (not the ones I have to take).

Definitely the electives. Art, philosophy, Marvel Lit, culinary. You get really hands on with it.

Get preferred pronouns, names right. Some of the older staff need work. Some older administrators don't get it. A fair mix of those who do and those who don't and staff in the grey area.

Question about fairness/equitable treatment/rules - "If you have to bring it up, obviously there is an issue."

Like that if there is something I am interested in I can learn more about it, like history. I wish history was a little different, there is some history that is not taught in schools, like queer history, African-American history, Hispanic history. US History is whitewashed. Everyone knows in other countries knows that Americans don't know about the bad stuff, don't know about other countries' histories. "If I didn't take AP Modern World, I wouldn't know. That's kind of a problem if teachers aren't allowed to talk about those things. Don't want white people to feel offended or attacked.... If no one is going to talk about it, there will be continuous racism and segregation."

AP Modern World is difficult, it takes a lot of time and effort, if kids don't have a good parental home, financial, stable area, a lot of students can't take it. In first quarter, 9 kids dropped out. But they wanted to know about the real history.

Course selection electives are at the end, got to keep scrolling and scrolling. Classes for students who need special support are at the end.

NEW TO RHS

I do not feel this school is safe. People who don't even go to this school come in with guns.

I've seen people with guns I don't even know. People from RLA.

I don't think the staff can do anything to help. So many students, so many mindsets. The staff here are good people, it's the students. Fighting and it escalates.

I feel connected here cuz a lot of my family members went here and people know them. The counselor check up, I like that, that is a good idea. Since I am new, I've had 3 check ins, I don't know how it is with other people.

Look forward to sports.

What gets in the way of feeling connected/valued? Grades. Teachers give out work and it is hard and you don't get it. Lack of interaction with the staff. Lack of after-school activities. I see people setting up for clubs after school, but I don't know about them. Haven't been told.

I have a good relationship with some of my teachers. They come up to me (I don't check in with nobody). They check-in about school, academics.

What motivates you to come to school/academically? My future – to be successful. Don't think so much about the grades, but the learning.

I love history. Want to learn about black history and stuff. We know enough about Industrial Revolution, WWII.

We get a lot of packets for no reason, it's not even necessary. Too much work, really not learning. I have a couple classes that give out packets and then sit in a chair. They tell us what to do, but they don't explain. Instead of giving out a packet, put it all into one paper.

How do you get help? I either call one of my friends. Or cheat off somebody. Why don't you ask the teacher? I don't know. They don't explain it, they just tell it.

Assignment on assignment on assignment... we get no breaks. Half the time I just look them up on Google. "I'm not really learning if I can just look it up on Google."

How do you know when a teacher will help you? When they walk around the room, check your assignment. Other teachers just sit in a chair and tell you what to do. AP teachers don't really care. Less interactive than a regular teacher would be. "I'm here to learn, but if I can't learn, at least it will look better on a transcript."

Why did you choose to take an AP class? Better learning. More challenging class.

ASIAN

I feel supported but not safe. Shooting, person who had a firearm – you would expect that to not feel safe. That's why covid. Violence has increased since last year. Fight once a week. Students can feel supported but being safe is a big liability. Kids want to transfer or do online school. "If the school has had us go what we went through how are we supposed to feel safe?" Jefferson shut down at the end of the day and didn't have school the next day. How is that fair to us? There are even staff who don't want to work here anymore. Why do we have police on campus if they aren't even taking action, but just cover up things and don't let us know. We have a right to know.

Fights are going to happen. Staff do the best that they can. When students are going into ISS or being sent home. I feel like our school is too lenient. Staff misinterpret fights. Scan badges at the front door – I don't feel like it is going to help. A lot of people aren't going to wear it. Not

going to check that it is their badge. “Feel really helpless.” Want a better security system. There is a kid who doesn’t come to this school but they can just come in.

What helps you feel connected to school? What do you look forward to?

Seeing friends. Teacher who got arrested. Our school is so very lenient. To the outside world our school is bad – but we have so many opportunities for kids, but only because of the bad things that happen that makes specific people feel unsafe. How is our school ever going to get better if we don’t take actionable actions?

What has bringing in police done for us? What actions have they taken to make us feel more safe. Sit in their office, handle small situations. Most of the time they don’t listen to the studs. Their word over ours. Don’t give students a voice. Student Gov doesn’t have a voice.

What do you find most engaging about school? What motivates you?

Just the teachers. Some teachers just ruin the whole class for you and you give up. Push you too hard. Or they do not push you hard. Too many assignments, or something like they had a system over the years and they don’t change it. Or everything is online, and the internet over here sucks. Just giving us a book to read or copy from. Teachers need to make things actually interesting for students. Some just lecture the whole period and you cannot focus all that time. If you are giving out notes and homework and every night, it’s going to be really irritating if we don’t have fun doing the work. Teachers should let kids do fun stuff more often, like activities. Fridays we just watch movies, and the work is really easy, we don’t learn anything. It’s really the motivational issue. I like to learn hands on. Learning over COVID-wise was hard. Find a more interesting way to keep kids engaged.

EMERGING BILINGUALS

I feel comfortable with my friends and my teachers, but I don’t feel safe. More students feel unsafe because the shooting happened outside the school.

I feel safe but it the things that might happen when I’m not with friends or teachers I trust. You could get shoved and get blamed for something and no one is there to back you up and that can cause problems.

I personally feel safe, but I can see why students might not: threats, fights, shooting threats,

I say more unsafe than safe. 65% not safe, 35% safe. It’s not anything the school is doing, it is the students. Some students can get mad easily. Some students just want to start fights for no reason. I avoid people I see that are like that.

Most of the teachers here are Caucasian which makes it hard for them to feel for all races. Even if they try to understand they can’t fully feel what others feel. Most teachers try.

Most students don't feel included. There are a lot of kids. Some kids are shy – teachers could talk to them, say glad you are here. A lot of teachers speak generally to the class and a lot of students aren't comfortable speaking up in a group of 30. Most students would appreciate a 1:1.

There is a possibility of success for a troublemaker student to become successful in their own way if they had 1:1 with teachers, teachers helping that student. Slowly over time it helps. Depends on the student's mentality. Some don't care no matter what happens to them.

Why do students get to that point where they don't care? - They aren't forced to do work they don't want to.

Some staff are helpful, they try to help the student. Stop fights. But some are not very good at it. Seems like they don't really care sometimes. Sometimes they didn't stop a fight. A video on Instagram of an SMT backing away from a fight and acting like they didn't see it.

What is the SMT's job here? Keep students in class, stop fights, provide security. Would having more SMTs or staff like that be helpful? Maybe different kind of training to help students feel more safe. Doing a better job at stopping the crowd. Training for security, should know about medical stuff. If they hear an announcement on their walkie-talkie they can go to that to help. Is it possible for security to go to different schools in our state or out of our state to see how they do it?

How to help feel more valued/seen/welcome?

Exchange food culture, clothing culture more.

"Having more teachers who look like me – not just here but at the elementary and middle school I went to there was no one who looked like me. It would be nice to feel valued like that."

"Respecting their culture, who are they, like gay and stuff." How do we help adults do that? They need to understand where they come from (responsibilities at home, sick family and taking care of someone – maybe that is why they sleep in class). A check-up once in a while. If they don't remember, just write it down.

What motivates you? Get a HS diploma, make my parents proud, to prove it, graduation (opens doors), make myself proud, to grow as a person to learn what I like and don't like.

What do you find engaging about your classes?

Teacher motivates me to do work.

Depends on what subject it is – really enjoy math, technology, automotive,

Finance (the bank, insurance – need it after high school), if there is classes about taxes and teaching about that, or how you go and work, tips of how to try avoiding being manipulated to go into debt.

Hands-on classes – woodshop

I wish there is more different kinds of electives – like if you want to be a veterinarian, if you want to be other things. There are a lot of electives but sometimes not ones you desire. More open to lower-classmen. Most are for upper-classmen.

AFRICAN AMERICAN/BLACK

Violence in the school – fights. Shooting right outside the school – we didn't even lock down. I found out because my parents texted me. I went up to an administrator and they said nothing happened.

Are there instances where you do feel safe? (lots of head shakes, no)

What would make you feel safe?

Make sure people don't have things on them, like guns and stuff. Bag checks. "I know it's kind of a hassle, but metal detectors. People won't like it, but it'll make it feel safer."

Are SROs/SMTs helping? (quick no's). They need better training. All they do is walk around the hallways and yell at people. Just stand in the commons and intimidate people. They watch the fights go on for a bit, then step in, but not really. What are students doing during fights? Most of them just watch.

Do you think marginalized students are being treated differently? "Yes, just in my last period. We had a Karen as a sub. It was obvious racism, and when we pointed it out she tried to act like it wasn't happening." You guys need to do a better job of background checks.

Hold them accountable. "Last year when I experienced racism I came to my counselor and all he said he could do is email my teacher."

Most students have not noticed a change in how teachers respond to them in their years here (trying to get at response to PD/ training).

Some teachers just ignore when certain students don't talk.

Mixed bag on whether there is a trusted adult at school.

Do you feel like classmates are connected to each other and social acceptance? "I think most students just want to get done with school, get it over with."

"Sometimes teachers try to hard to make the students have a bond together. It gets uncomfortable."

What do you find engaging/motivating?

If teachers are more happy to teach you, more involved with their and doing good teaching, engaged, smiling, the whole class is not just one group. Not so bland just doing their job and getting it over with.

Relationship with the teacher. Want to come to class, want to get work done. I like the hands-on more. When I know that there is support for me. Teacher actually talks to me and has conversations with me and interacts. Not just 'figure it out.'

In AVID we talk about going to college, picking a goal. Likes AVID since 6th grade.

Don't like just put a ppt presentation and read from the book and he expects us to remember the information. It's hard for me to keep up with what he is talking about, no table group conversations, just this happened, ppt day after day, text, hope you pass. (this year and last year History classes).

Some teachers explain it to you when you ask questions. Matters how they do it, not what they do (like ppts).

None are in AP courses, but they do report being asked/talked to about it.

Is there anyone who comes alongside you and encourages you? Counselor (don't get to meet with very often), AVID teacher, SEI. IRCO, ICO. (no one mentioned a classroom teacher)

How would you spend the money?

Safety – get rid of the police. Add metal detectors, or bag checks. I know kids who bring weapons to school. If they don't like it they can transfer and less students will help the SMTs better. "I think it's better for my parent to call and say my kid feels like a criminal, than that they

Transportation - (lots of interest in this) - late busses, long walks, full busses, traffic before and after school is really bad

Equitable education for everyone, making sure everyone is getting what they need. More training for teachers on this.

They like that we are investing in more counselors – still have to wait for an appointment, can't access right when needed. They know there are social workers. Could need more.

Not enough people to help out the Slavic community. There was someone last year for like once a week a few periods, but they couldn't replace her.

Parents have other things going on, hard to be more involved in the school.

Bathrooms are really bad, gross, no soap, no doors, no toilet seats, took 2-3 months for toilet paper to be replaced. Constantly smelling like mildew and puddles of water on the ground. Have never seen anyone clean it or they close it for cleaning but there is still water on the

ground and it doesn't seem like anything was fixed. Don't even use the bathroom during the day. They keep the bathrooms locked, not accessible to students. People who smoke weed in the bathroom. We only get 1 hall pass per day/3 times a week.

IEP/504

Have noticed students fighting. Doesn't make feel safe. Heard about shooting from other students. "It would have been much better if the staff would have warned us, let the students know what was happening, check in on us." An announcement would help, or a teacher should tell us in class.

Do you feel connected at school?

No, during Unity Week us Asians didn't feel represented, just like we were thrown a rag. Only a club for PI, working on a club for Asians. "How come there was barely Asian people doing culture, it was mostly Mexican people and gays. Like our culture was tossed like a rag, piece of trash. There was no one there to help. I feel they are accepting Mexicans and LGBTQ more than Asians."

"The SMTs are really nice. My teachers socialize with me, say good morning. But I'm a very social person." "If the teachers tried a little bit more to create a bond so that kid can open up to that teacher. Like a good morning, I'm glad you are here today." Do teachers do that? "I feel more teachers should check in with us more because we all have feelings we need to express."

People can be in a group and still not be connected.

"If teachers want respect, they have to show us respect first."

Not all teachers treat all students equally. Teacher's pet doesn't get in trouble. People of color not treated the same. Why do you think this is? Stereotypes – your environment, what you saw when you grew up, how you dress

Do you feel like staff is helpful and supportive when it comes to safety, discipline other issues? Some SMTs, one VP, a few teachers, my counselor. "Police just stand around, I've never really seen them really help." Do the police help you feel safe? No. In middle school, the SRO was the kindest in my life. The ones here just say 'No.'

"I feel like SMTs have been cracking down and stopping fights before they happen. If they had some more training that would help. The SROs see a fight and don't do anything until the SMTs step in then they try to look like they are doing something." Training related to safety – if there are two people arguing, they pull them aside and talk it out and have a conversation and have an understanding.

Students feel like the SMTs are hall monitors, make sure people stay in class, no fights. I feel they are a good thing because they try to get to know you. Police just here in case there is a big thing like a shooting.

What motivates you to be here?

When what you learn in class helps you in real life, like Financial Math.

Activities. Wrestling, after school activities

What about class do find the least engaging/don't teach me this way?

Homework every single day. "When you have something going on after school, or taking care of someone or going to work." Sometime packets help us learn.

Maybe thinking about taking AP classes. None of them report having been talked to about AP classes. Only one student in Auto right now. Others either hadn't heard about CTE or knew about it but hadn't had anyone talk to them about it.

Not all students knew about partner agencies. Only one is connected – SEI.

If there was one thing we could change right now, what would it be? Bathrooms. No toilet seat, urinals too low, not clean.

Are you learning what you want to learn when you are here?

Are you learning the way you wish you could? The way that is best for you?

Don't know classes that are offered – communication, equity,

Want hands on classes, engagement – CTE, professional development

What are SMTs doing - safety

Asking for classes to be more engaging/relevant - professional development, AP, CTE

Safety

Check-ins, relationship, - Engagement

Want more challenge – Teacher Efficacy