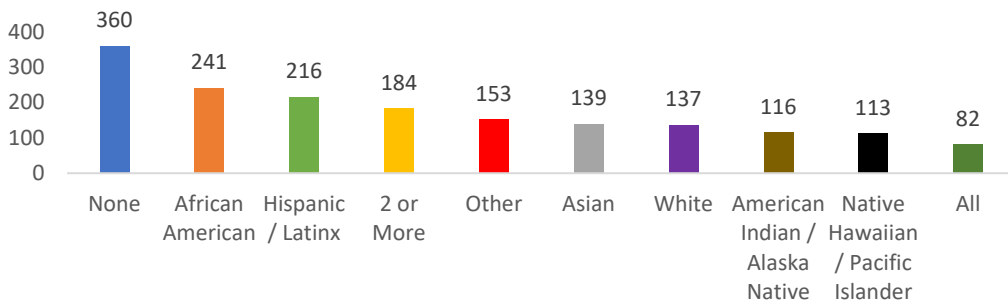# 2022-2023 School REAPs Summary

Zone	Total # of REAPs	REAPs to Move Forward	REAPs Needing Changes	High Impact	Moderate Impact	Low Impact
ECH	2	0	2	1	1	0
E1	186	109	72	44	49	30
E2	127	74	51	31	59	14
E3	176	116	59	26	70	17
Middle	40	28	12	9	8	2
High	132	96	29	12	14	23
AIS	130	91	34	30	31	9
TOTAL	**793**	**514**	**259**	**153**	**232**	**95**

Groupings

Racial/Ethnic Groups with the Most Concerns

Bar chart values: None 360, African American 241, Hispanic / Latinx 216, 2 or More 184, Other 153, Asian 139, White 137, American Indian / Alaska Native 116, Native Hawaiian / Pacific Islander 113, All 82

The majority of REAPs noted that there were no racial or ethnic groups with the greatest level of concern.
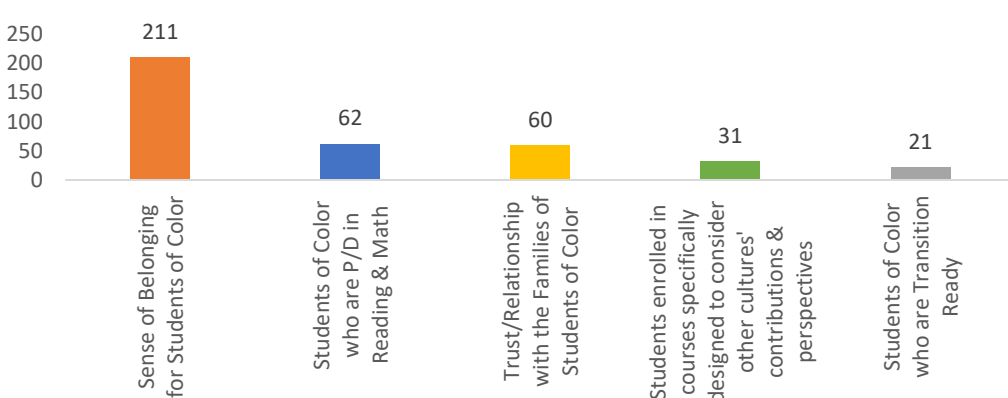
Students of color made up the following 3 most common categories. The 'other' category was 5th most common and mostly included students with different cultures/religions (49) and those with English as a second language (39).

REAPs by Domain

Bar chart values: Culture / Climate 568, Curriculum 221, Program Access 141, Staffing 70, Professional Development 61, Other 49, All Domains 26
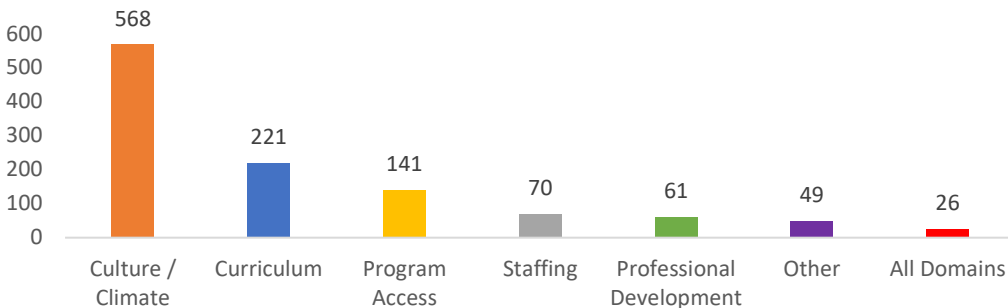
The most common domain for REAPs is Culture / Climate with more than double the second most common.

Top 5 Progress Monitoring Outcomes

Bar chart values: Sense of Belonging for Students of Color 211, Students of Color who are P/D in Reading & Math 62, Trust/Relationship with the Families of Students of Color 60, Students enrolled in courses specifically designed to consider other cultures' contributions & perspectives 31, Students of Color who are Transition Ready 21
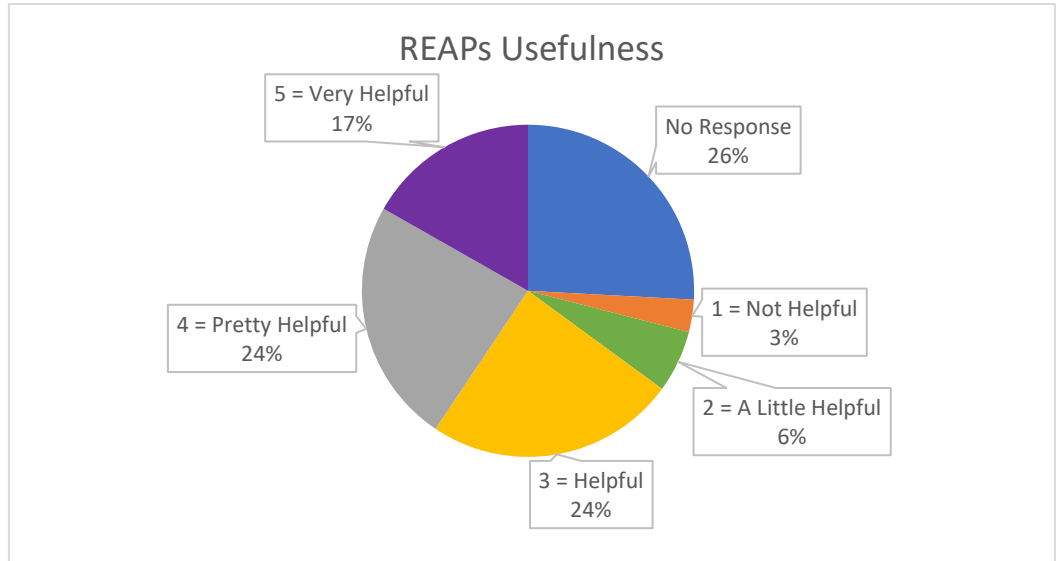
Within Progress Monitoring 17 of 22 desired outcomes were used at least once. The most common desired outcome was sense of belonging for students of color

The top 5 desired outcomes are more similar, with majority focused directly on students. 3 of the 5 were focused on academic experiences and the 2 others were focused on Relationships

Usefulness

Out of 793 REAPs, 588 (74%) responses included a rating of usefulness. Of the 588 responses, 322 (55%) rated the REAP process as either 'pretty helpful' or 'very helpful'. 25 (3%) rated the REAP as 'not helpful'.

If Likert scale scores were averaged, the average usefulness rating of the REAP tool would be 3.61 out of 5.

REAPs Usefulness

- 5 = Very Helpful 17%
- No Response 26%
- 1 = Not Helpful 3%
- 2 = A Little Helpful 6%
- 3 = Helpful 24%
- 4 = Pretty Helpful 24%

Monthly REAPs

Zone	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
ECH	0	2	0	0	0	0	0	0	0	0	0	0
E1	1	4	9	31	42	32	12	18	3	9	21	4
E2	2	22	20	15	21	38	2	2	1	0	4	0
E3	0	12	15	28	34	55	4	4	7	10	7	0
Middle	2	5	2	11	9	6	1	2	1	1	0	0
High	0	4	15	20	22	59	4	1	5	1	1	0
AIS	0	3	4	8	16	71	4	15	1	3	5	0
TOTAL	**5**	**52**	**65**	**113**	**144**	**261**	**27**	**42**	**18**	**24**	**38**	**4**

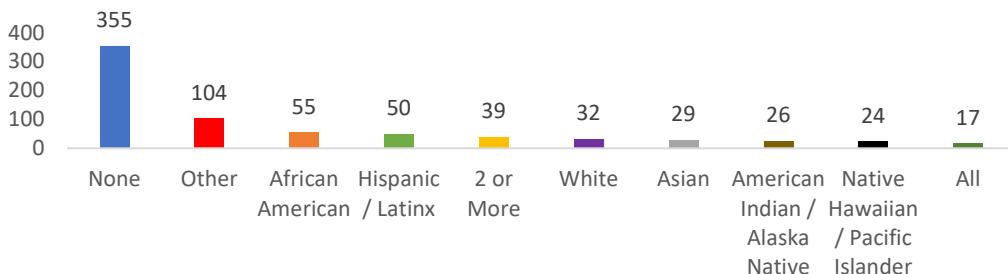# Additional Information and Dashboard Link

- Out of 20 REAPs that were selected to not move forward, 16 were related to Culture / Climate
- The range of REAPs completely by each school varied dramatically. Number of responses by school ranged from 52 to 1 with a 6.3 average.
- 5 Progress Monitoring outcomes were not selected by any REAPs these include:
  - Contracts with Minority/Women-owned businesses
  - Students of Color applying to magnet program(s)
  - Students of Color completing higher level courses
  - Students of Color with qualifying score/grade
  - Number of college applications for Students of Color

- The School REAPs Dashboard shows this data from a high-level view and can be filtered.

2022-2023 District REAPs Summary

Zone	Total # of REAPs	REAPs to Move Forward	REAPs Needing Changes	High Impact	Moderate Impact	Little Impact
Academics	81	75	6	4	5	0
ARSI	22	21	1	0	2	4
Communications	2	2	0	0	0	0
DEP	44	43	1	2	6	0
ECE	38	36	2	1	3	0
Finance	4	3	1	0	0	0
General Counsel	1	1	0	0	0	0
HR	24	19	4	2	6	0
IT	39	39	0	1	2	0
Operations	8	6	2	0	0	0
Schools	174	160	12	20	7	7
Staff	18	18	0	0	0	1
TOTAL	**455**	**423**	**29**	**30**	**31**	**12**

Groupings

Racial/Ethnic Groups with the Most Concerns

| None | Other | African American | Hispanic / Latinx | 2 or More | White | Asian | American Indian / Alaska Native | Native Hawaiian / Pacific Islander | All |
| 355 | 104 | 55 | 50 | 39 | 32 | 29 | 26 | 24 | 17 |

The vast majority of REAPs noted that there were no racial or ethnic groups with the greatest level of concern.
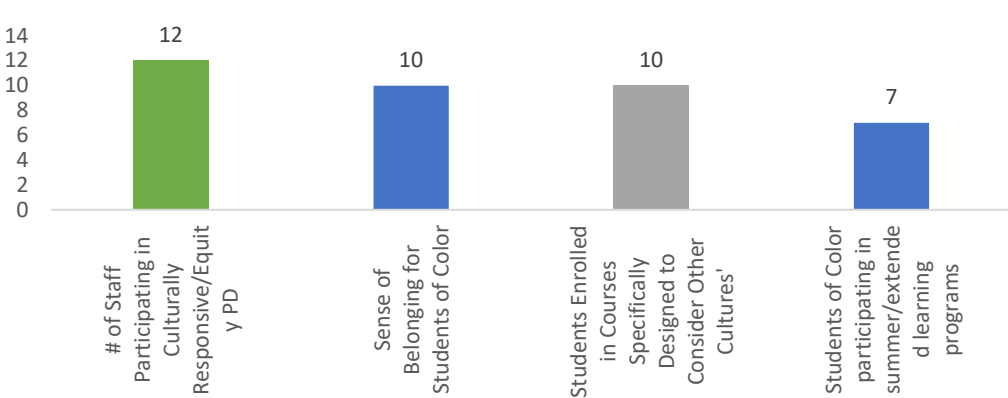
Second most common was the 'other' category. Within this category the groups with the most concerns were those with English as a second language (24).

REAPs by Domain

| Curriculum | Culture / Climate | Program Access | Central Office Commitment | Staffing |
| 177 | 110 | 95 | 74 | 36 |
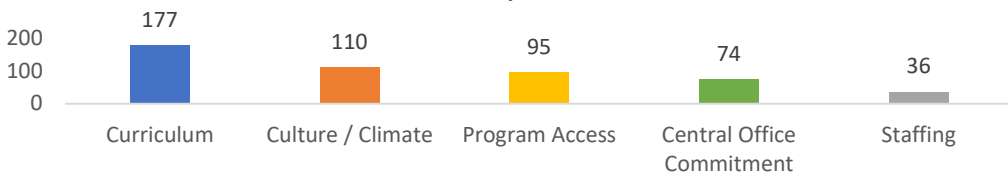
The most common domain for REAPs is Curriculum followed by Culture/Climate.

Top 4 Progress Monitoring Outcomes

| # of Staff Participating in Culturally Responsive/Equity PD | Sense of Belonging for Students of Color | Students Enrolled in Courses Specifically Designed to Consider Other Cultures' | Students of Color participating in summer/extended learning programs |
| 12 | 10 | 10 | 7 |

Within Progress Monitoring 19 of 23 desired outcomes were used at least once. The most common desired outcome was sense of belonging for students of color.

The top desired outcomes impacted students more often than teachers. Culturally responsive and relevant learning was desired for both groups.

Usefulness

Out of 455 REAPs, only 100 (22%) responses included a rating of usefulness. Of the 100 responses, 86 (86%) rated the REAP process as either 'pretty helpful' or 'very helpful'. No one rated the REAP as 'not helpful'.

If Likert scale scores were averaged, the average usefulness rating of the REAP tool would be 4.41 out of 5.

REAPs Usefulness

- 5 = Very Helpful 12%
- 4 = Pretty Helpful 7%
- 3 = Helpful 3%
- 1 = Not Helpful 0%
- No Response 78%
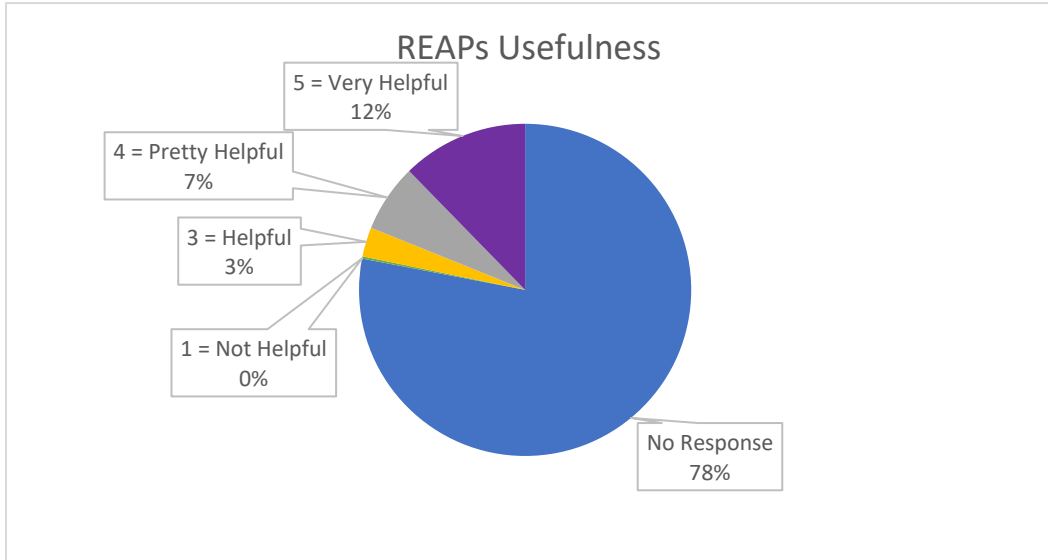
Monthly REAPs

Zone	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Academics	6	13	4	4	2	2	2	9	20	11	7	1
ARSI	0	2	2	2	0	0	3	1	3	4	3	2
Communications	0	0	0	0	0	0	0	0	0	0	1	1
DEP	4	12	2	4	2	0	5	2	6	2	2	3
ECE	3	6	1	0	0	1	3	8	5	3	8	0
Finance	0	2	0	1	0	0	0	0	0	1	0	0
General Counsel	0	0	0	0	0	0	0	0	0	1	0	0
HR	1	1	5	0	1	2	2	3	4	2	2	1
IT	0	0	2	0	16	6	2	5	2	3	2	1
Operations	1	2	1	0	0	0	1	1	1	1	0	0
Schools	16	25	24	14	7	10	15	12	17	7	20	7
Staff	0	4	1	0	0	0	1	4	1	2	3	2
TOTAL	**31**	**67**	**42**	**25**	**28**	**21**	**34**	**45**	**59**	**37**	**48**	**18**

Additional Information and Dashboard Link

- When looking at most concerned groups, they often were not based on race. Instead, the groups with the greatest concerns were those with English as a second language.
- Most responses do not include the anticipated impact or whether they found the REAPs process helpful.
- 79 responses included Progress Monitoring outcomes, the 4 that were not selected by any REAPs were:
  - Number of courses offered that consider cultural contribution and perspectives.
  - Restraints for Students of Color
  - Students of Color applying to magnet program(s)
  - Students of Color enrolled in magnet program(s)

- The District REAPs Dashboard shows this data from a high-level view and can be filtered.