# Developmental Relationships Survey Results for

## **Norwalk Public Schools**

November 2nd, 2021



### Prepared by:



Discovering what kids need to succeed

### Introduction

This report is based on your young peoples' responses to the Developmental Relationships Survey. The report was prepared by Search Institute, a non-profit organization that partners with schools, youth programs, and other organizations to conduct and apply research that promotes positive youth development and advances equity. Search Institute generates new knowledge through mixed-methods studies and develops and delivers workshops, surveys, and other resources that enable practitioners and parents to understand and act on the science of youth development.

In this report, you will find actionable data on developmental relationships, social and emotional competencies, and equitable practices. We hope that these data will help you make the case that developmental relationships are the lever through which we can advance social and emotional competence and create more equitable environments where all young people are equipped to continue on their paths to thrive.



Search Institute 3001 Broadway Street Northeast, Suite 310 Minneapolis, MN 55413 1-800-888-7828 info@searchinstitute.org www.searchinstitute.org

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## What are Developmental Relationships

Over the past decade, Search Institute has conducted a multi-year effort to better understand the role relationships play in positive youth development. This work has led to extensive literature reviews and numerous qualitative and quantitative studies to inform our understanding of the power of relationships young people have with parenting adults, educators, and youth workers (e.g., mentors, program staff, among others). It is through this work that Search Institute has defined these high-quality relationships as "developmental relationships." Developmental relationships are close connections through which young people discover who they are (identity), gain abilities to share their own lives (agency), and learn how to interact with and contribute to the world around them (committed to their community).

Developmental relationships are characterized by five interconnected elements (with specific actions within each): express care, challenge growth, provide support, share power, and expand possibilities. To date, Search Institute's research has shown that when young people experience developmental relationships with caring adults, they tend to report a wide range of positive outcomes including social-emotional strengths (Syvertsen et al., 2015), increased resiliency (Roehlkepartain et al., 2017), and greater academic motivation (Scales et al., 2019).

Just as a system of roots supports and nourishes trees as they develop and grow, nurturing relationships with adults provide a foundation for young people's development by offering them guidance, encouragement, and new opportunities. Cultivating strong roots nourishes young people and supports their development and growth while creating a foundation of stability.



## The Developmental Relationships Framework

Young people are more likely to grow up successfully when they experience developmental relationships with important people in their lives. Developmental relationships are close connections through which young people discover who they are, cultivate abilities to shape their own lives, and learn how to engage with and contribute to the world around them. Search Institute has identified five elements—expressed in 20 specific actions—that make relationships powerful in young people's lives.

	Elements	Actions	Definitions
	Express Care Show me that I matter to you.	<ul><li>Be dependable</li><li>Listen</li><li>Believe in me</li><li>Be warm</li><li>Encourage</li></ul>	Be someone I can trust. Really pay attention when we are together. Make me feel known and valued. Show me you enjoy being with me. Praise me for my efforts and achievements.
	Challenge Growth Push me to keep getting better.	<ul><li>Expect my best</li><li>Stretch</li><li>Hold me accountable</li><li>Reflect on failures</li></ul>	Expect me to live up to my potential.  Push me to go further.  Insist I take responsibility for my actions.  Help me learn from mistakes and setbacks.
	Provide Support Help me complete tasks and achieve goals.	<ul><li>Navigate</li><li>Empower</li><li>Advocate</li><li>Set boundaries</li></ul>	Guide me through hard situations and systems. Build my confidence to take charge of my life. Stand up for me when I need it. Put limits in place that keep me on track.
>4	Share Power Treat me with respect and give me a say.	<ul><li>Respect me</li><li>Include me</li><li>Collaborate</li><li>Let me lead</li></ul>	Take me seriously and treat me fairly. Involve me in decisions that affect me. Work with me to solve problems and reach goals. Create opportunities for me to take action and lead.
	Expand Possibilities Connect me with people and places that broaden my world.	<ul><li>Inspire</li><li>Broaden horizons</li><li>Connect</li></ul>	Inspire me to see possibilities for my future. Expose me to new ideas, experiences, and places. Introduce me to people who can help me grow.

NOTE: Relationships are, by definition, bidirectional, with each person giving and receiving. So each person in a strong relationship both engages in and experiences each of these actions. However, for the purpose of clarity, this framework is expressed from the perspective of one young person.

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Download a PDF of the framework

## **Description of Your Study & Sample**

Search Institute's Developmental Relationships Survey was used for this study. This survey is designed for young people in grades 4 through 12+ and is typically administered online independently or in a group setting. Some young people may choose to use the included audio prompts to assist with comprehension. Standardized administration procedures were provided to staff who administered the survey to enhance the quality of the data.

The specific characteristics of your survey participants are shown in the table and waffle charts on the next two pages. When reviewing demographic data in this report, it is important to note that survey participants self-reported on each of these attributes. As such, it may not entirely align with your own demographic data. Understanding who participated is vital for appropriate interpretation and application. If your sample reflects the population you seek to engage, then you can have more confidence that the results will be broadly applicable. If your sample does not match your target population, you will need to consider these differences when interpreting the findings.

This report will only show results for samples of at least 30 young people. This reduces the risk that results on particular young people will be singled out and discussed, particularly in public settings. In addition, results from very small samples of young people should not be applied more broadly, nor should assumptions be made that their perspectives are generalizable or transferrable to larger groups. Their results may be true for them, but there may not be enough young people in the sample to account for measurement and sampling errors.

#### **Discussion Questions**

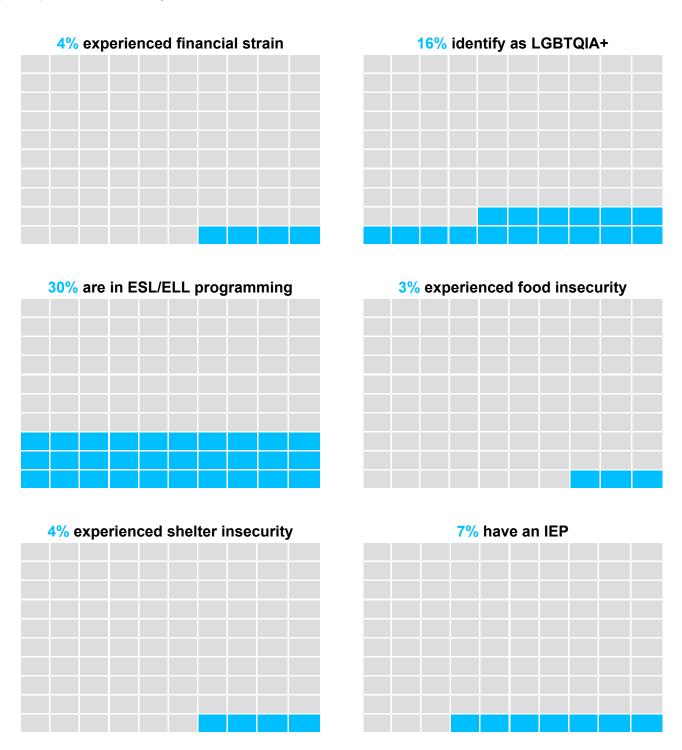
- (?) What worked with the survey administration? What challenges were present? How can we avoid these problems going forward?
- ? How did youth respond to being asked to complete the survey? Were staff and young people sufficiently aware of the survey's purpose?
- (?) In what ways does the sample in your survey reflect (or not reflect) the young people you seek to hear from as you develop your priorities and action plans?
- (?) What characteristics of the survey sample make it particularly valuable? (For example, perhaps there is a subgroup included that you haven't heard from before. Or perhaps it includes young people who participate regularly but don't always speak up.)
- (?) If your study does not include all the perspectives of young people you would want to include, how might you engage those additional voices moving forward? (This might include asking them to be part of the study interpretation and planning process.)

# **Demographics Tables**

Youth Demographics	Sample Size
Total	338
Age	
<10	2
10	0
11	0
12	78
13	165
14	67
15	15
16	0
17	0
18	0
19+	0
Grade	
Not enrolled	0
Grade 4	0
Grade 5	0
Grade 6	0
Grade 7	171
Grade 8 Grade 9	152 0
Grade 9 Grade 10	0
Grade 10 Grade 11	0
Grade 12	0
Post-secondary	0
•	v
<b>Gender</b> Girl	128
Boy	189
Other	16
	10
Race Asian/Pacific Islander	15
Black	39
Hispanic/Latinx	172
Native American	1
White	38
Other	12
Multiracial	49

## **Demographics Charts**

The following waffle charts contain additional descriptive information about your young people who participated in the survey.



## **How to Read the Report & Interpret Results**

This report offers unique information on your young people and their experiences with your organization. It emphasizes the relationships and equitable practices that are essential for young people to develop the social and emotional competencies critical for success in life. These data are meant to guide schools and youth-serving organizations to put in place research-informed strategies to boost their intentional practices in building developmental relationships.

This report provides information from several angles. We recommend you review your results in several stages that allow you to both see the broad context and focus on specific issues, needs, gaps, or priorities. As you do this, consider the following:

- 1. Examine the broadest findings, such as the overall scores for each category of developmental relationships and social and emotional competencies. This high-level review will give you an overall sense of what is happening with your young people. Note any clear patterns, surprises, or questions you see.
- 2. Pay attention to both averages and distribution. The report shows both average scores, which gives you a sense of your young people overall, and the "distribution" of scores, which shows the percentages of young people who scored low and high in each area. These different groups are referred to as "Weak," "Moderate," and "Strong" within this report.
- 3. Access the online dashboard to examine the data for subgroups of young people, particularly those that are most relevant to your work. Do you see surprises or meaningful differences that need further exploration?
- 4. Focus on data in which you and your organization have a particular stake. You may have goals related to specific indicators. Reflect on how they either align with or offer a counterpoint to the general patterns you noticed earlier.

These data are best examined in conversation with multiple stakeholders, including young people, staff, parenting adults, positional leaders, and others—all of whom will bring different perspectives to the interpretation. If you do not already have a diverse guiding team for your planning process, convene one or more groups to work together to internalize, interpret, and then use the data for change. This process will build shared understanding and commitment to actions you ultimately take based on the findings.

You will note that this report does not have "norm" data to which to make comparisons. Though it can be interesting to compare your own results to others, Search Institute's experience in working with schools and other organizations is that it can be distracting or counterproductive. Your population can be quite different from those on which national norms are based, making it difficult to interpret differences. Furthermore, the most important context is your local context, your shared priorities, and the gaps between your current realities and your targets for growth. In other words, the most relevant comparison is to your hopes, aspirations, and goals for your young people. Thus, we encourage emphasizing the local context as a comparison point, rather than focusing on comparing your data to other organizations.

It is important to remember that these survey data represent just one source of information. No single source of information—no matter how valid—can tell the whole story about how your young people are doing. For those reasons, among others, these data should not be used for accountability purposes. It is important to review these data (like all information and data) critically and in context of other information, experience, and research. If it reinforces other data points, you can have more confidence in it. If it contradicts other findings or perspectives, dig deeper to understand the reason for the differences.

As you look at the detailed tables of data, it can be tempting to over-interpret small differences between groups of young people. A difference between scores that may look meaningful, might not reach a level of statistical significance. That is, small differences may be due to measurement error. Small differences are less likely to be significant with smaller samples.

With these general guidelines in mind, we believe you will find important results, patterns, and insights in this report that offer a fresh perspective on how young people are experiencing the essential relationships and equitable practices that matter to their success.

This report is structured into three core sections: Developmental Relationships, Social and Emotional Competencies, and Equitable Practices. Additional sections may be present depending on your organization's customizations.

### How are average scores calculated?

Each survey item has four response choices, scored on a scale from 1-4. Individual item scores are added together then divided by the total number of items. The resulting number (1-4) is then converted to a 0-100 range with the following formula ((x-1)\*100)/3 to assist with interpretation.

### How are responses distributed?

Scores are shown in three levels. These three levels are: weak (scores of 0-33 that reflect responses of the first two response options), moderate (scores of 33.33-66.33 that reflect the third response option), and strong (scores of 66.67-100 that reflect the fourth response option). From this, you may identify areas where young people are either particularly high or low, which may not always be evident from the average score. In our pilot studies, young people who reported having higher developmental relationship scores typically had better youth development outcomes.

### As you make meaning of the data, follow a reflective process with the following questions:

- What stands out? We recommend that you start by naming objective stats (e.g. Express Care was our strongest element with a score of 80).
- ? What encourages you? What discourages you?
- What surprises you? What is not clear?
- ? What is the importance of this?
- ? What may have led to this result?
- What action ideas come to mind? Note that actions may come in different forms (e.g. things we should do more often or less often; things that should be kept the same; making something more widely available or systematic).

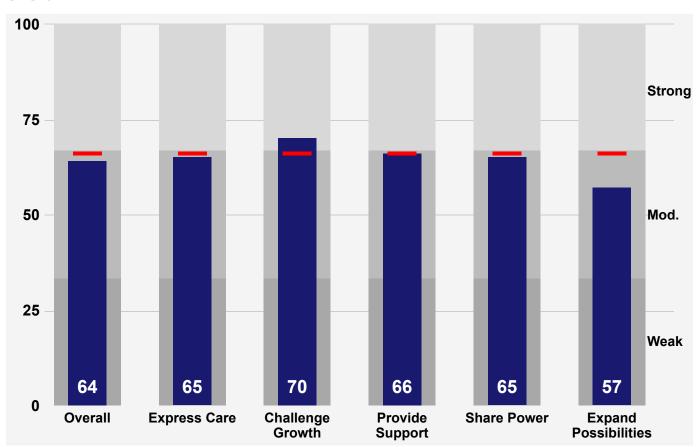
## **Core Measure 1: Developmental Relationships**

Developmental relationships are close connections through which young people discover who they are (identity), gain abilities to share their own lives (agency), and learn how to interact with and contribute to the world around them (committed to their community).

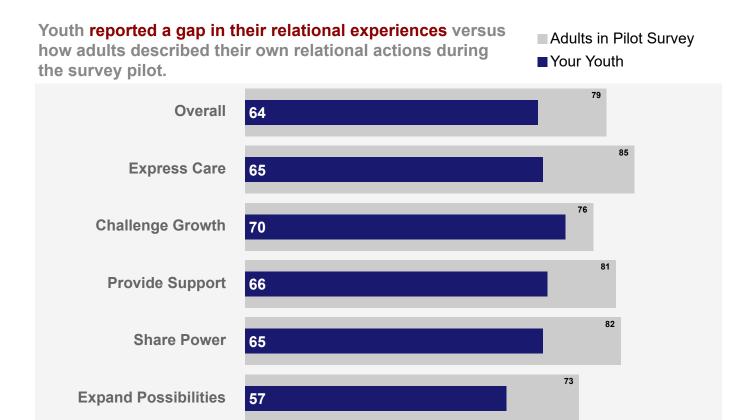
Developmental relationships are characterized by five interconnected elements (with specific actions within each): express care, challenge growth, provide support, share power, and expand possibilities. To date, Search Institute's research has shown that when young people experience developmental relationships with caring adults, they tend to report a wide range of positive outcomes including social-emotional strengths (Syvertsen et al., 2015), increased resiliency (Roehlkepartain et al., 2017), and greater academic motivation (Scales et al., 2019).

In this chapter, we will explore young people's experiences of developmental relationships and the five elements with the adults at Norwalk Public Schools.

Youth generally reported experiencing moderate developmental relationships overall.



**Note:** The red bar indicates the score from your previous administration of the survey. If this is your time 1 survey, then it will reflect the minimum benchmark for a "strong" score.



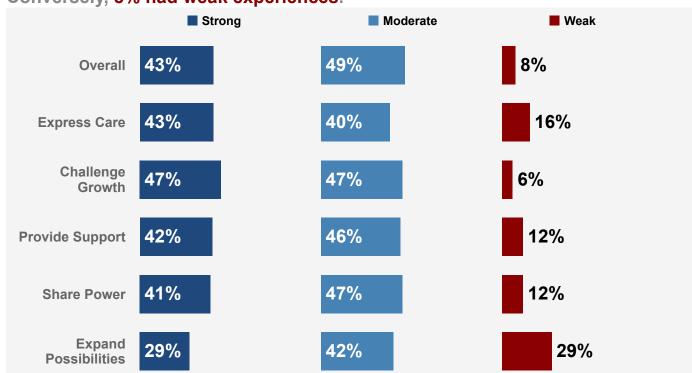
Overall, 43% of youth had strong experiences of developmental relationships. Conversely, 8% had weak experiences.

50

75

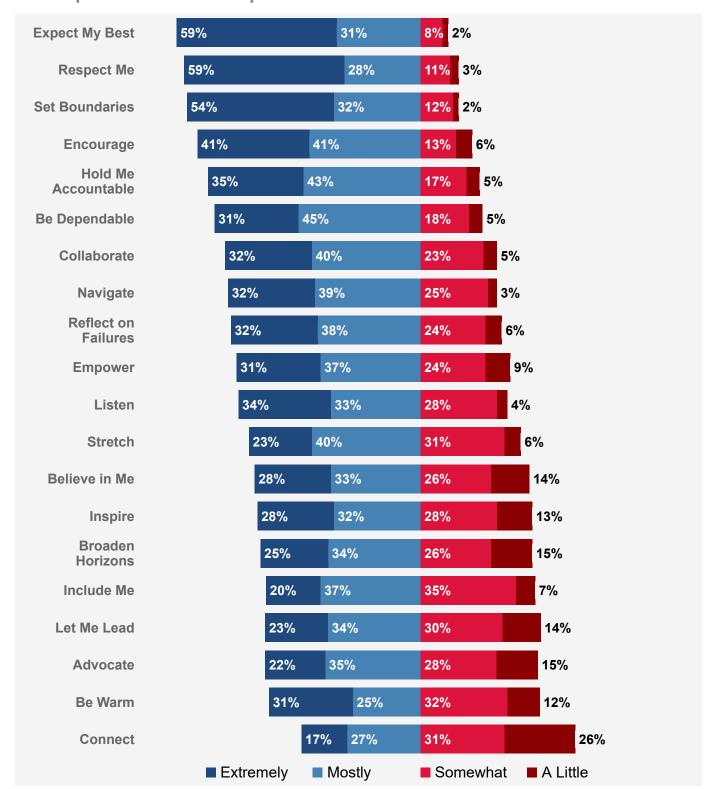
100

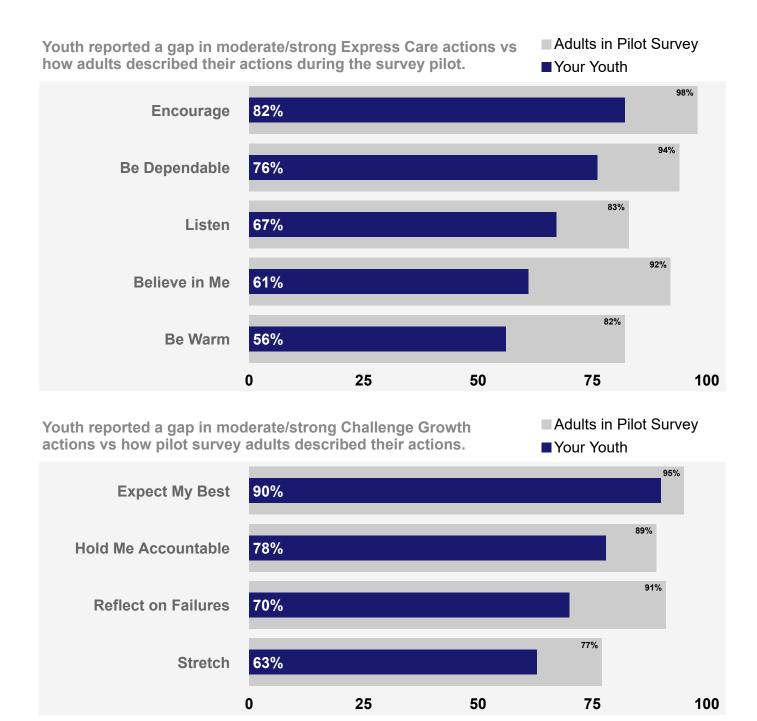
25

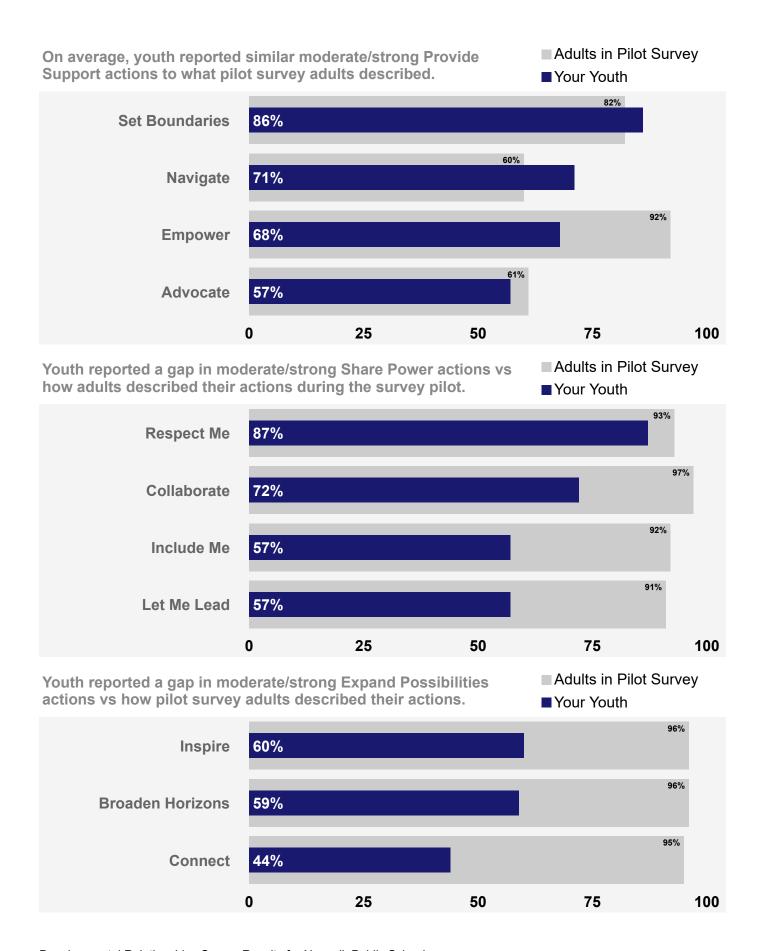


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# Youth reported different experiences of each of the 20 actions in the Developmental Relationships Framework.





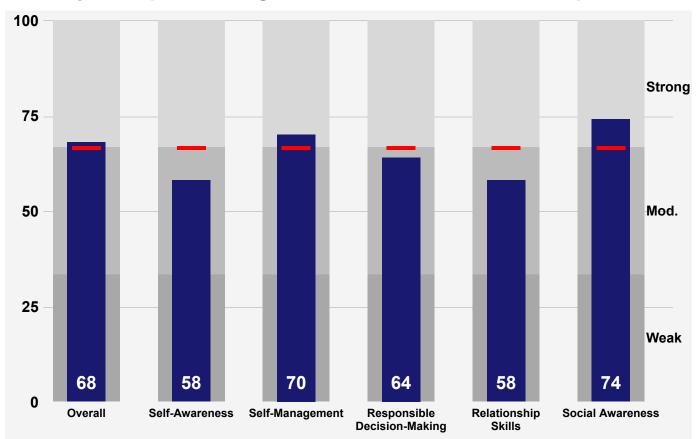


### **Core Measure 2: Social and Emotional Competencies**

The Collaborative for Academic, Social, and Emotional Learning defines social and emotional learning (SEL) as the process through which young people understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions (CASEL, 2017). Their framework<sup>1</sup> includes five competencies: Self-Awareness, Self-Management, Responsible Decision-Making, Relationship Skills, and Social Awareness.

In this chapter, we will explore young people's social and emotional competence. This section is customizable, and your organization chose the following option: An overall score for Social and Emotional Competencies along with scores for each individual competency.



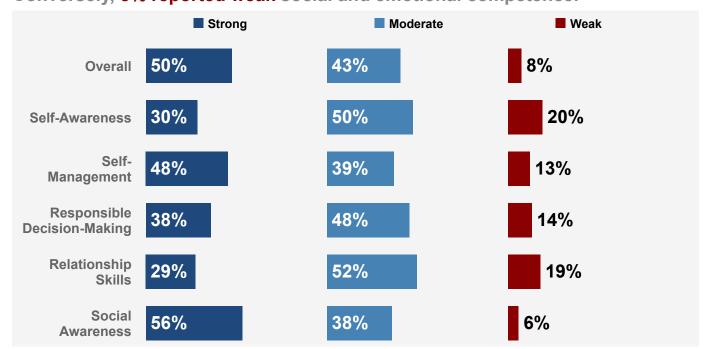


**Note:** The red bar indicates the score from your previous administration of the survey. If this is your time 1 survey, then it will reflect the minimum benchmark for a "strong" score.

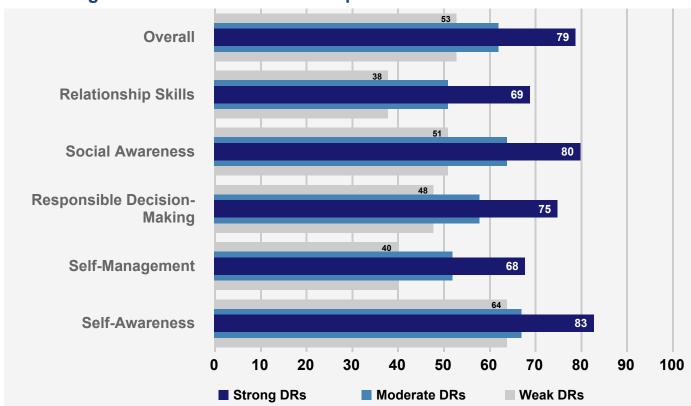
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<sup>&</sup>lt;sup>1</sup> ®CASEL 2017. The five social and emotional learning (SEL) competencies were developed and defined by the Collaborative for Academic, Social, and Emotional Learning (CASEL). For more Information, visit <a href="https://casel.org/core-competencies/">https://casel.org/core-competencies/</a>

# Overall, 50% of youth reported strong social and emotional competence. Conversely, 8% reported weak social and emotional competence.



# Overall, youth who experienced stronger levels of developmental relationships had stronger social and emotional competence scores.

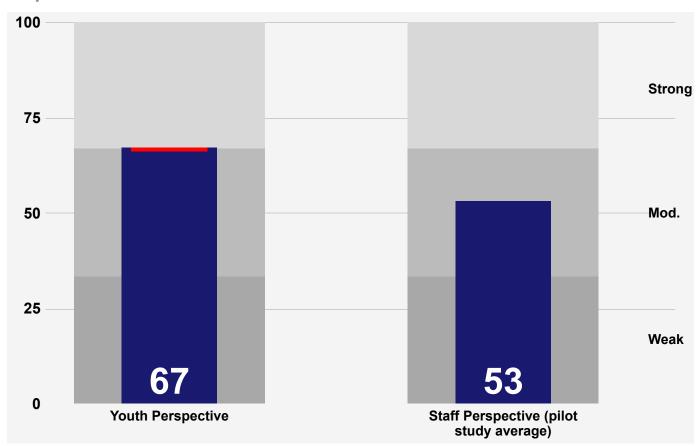


## **Core Measure 3: Equitable Practices**

Whether young people experience their school and program culture as welcoming and inclusive has a direct impact on their experience, and the positive (or negative) repercussions of the experience. The measures in this survey examine how young people experience diversity, equity, and inclusion (DEI) in their schools, OST, and student support programs.

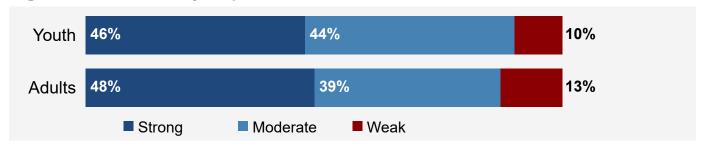
In this chapter, we will explore young people's perceptions of diversity, equity, and inclusion. This section is customizable, and your organization chose the following options: A single overall score for your Organization's Culturally Responsive Environment.

Youth generally reported that the organization had a strong culturally responsive environment.

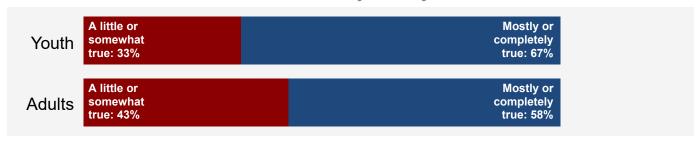


**Note:** The red bar indicates the score from your previous administration of the survey. If this is your time 1 survey, then it will reflect the minimum benchmark for a "strong" score.

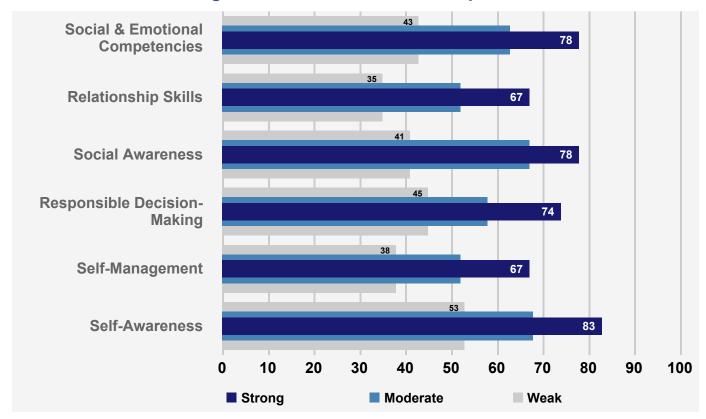
Here is a breakdown of how your youth and pilot study adults viewed their organization's culturally responsive environment:



Here is a breakdown of how your youth and pilot study adults felt when asked whether or not the adults reflect the diversity of the youth:



Youth who reported that the organization had a strong culturally responsive environment had stronger social and emotional competence scores.



# **Additional Measures: Outcomes**

In this chapter, we will explore the optional outcome modules that your organization opted to include. This section is customizable, and your organization chose the following options: Drug Free Communities – Four Core Measures.

### **Outcomes: DFC Four Core Measures**

### **Drug-Free Communities – Four Core Measures**

Young people are increasingly exposed to negative behaviors and opportunities for risk-taking. Those who experience low levels of developmental relationships and high levels of developmental deficit conditions are particularly vulnerable. In this section, you'll find data describing four core measures related to young people's use of alcohol, tobacco, prescription drugs, and marijuana. These data can be used to meet Drug-Free Communities (DFC) grantee reporting requirements established by the Substance Abuse and Mental Health Services Administration (SAMHSA).

This information is invaluable not only to your efforts to educate the community and develop an action plan for reducing substance use, associated risk behaviors, and deficit factors but also as a basis for strengthening protective factors critical to ensuring that your youth thrive.

The four core measures consist of:

- The percentage of youth who report using alcohol, tobacco, marijuana, or prescription drugs at least once in the 30 days immediately preceding the survey date.
- The percentage of youth who report that their parents feel that substance use is wrong.
- The percentage of youth who report that their friends feel substance use is wrong.
- The percentage of youth who think there is a risk in the use of these substances.

# Past 30-Day Use of Alcohol, Tobacco, Marijuana, Prescription Drugs, and Vaping

Category	Definition	Total Sample		nder M	Gra 7	
Alcohol	Used alcohol once or more in the past 30 days	7	3	9	6	7
Tobacco	Smoked cigarettes once or more in the past 30 days	1	1	1	1	1
Marijuana	Used marijuana once or more in the past 30 days	3	2	3	2	4
Prescription Drugs	Used prescription drugs not prescribed to them in the past 30	3	2	4	3	3
Vaping	days Vaped tobacco, nicotine, or marijuana once or more in the past 30 days	3	3	4	2	4

# Youth Perception of Parental Disapproval of Alcohol, Tobacco, Marijuana, Prescription Drug Use, and Vaping

Category	Definition	Total Sample	Ge F	nder M	Gra 7	ade 8
Alcohol	Drink regularly	97	95	97	97	96
Tobacco	Smoke tobacco	98	99	97	98	99
Marijuana	Use marijuana	98	99	98	98	99
Prescription Drugs	Used prescription drugs not prescribed to you	97	98	95	96	97
Vaping	Vape tobacco, nicotine, or marijuana	99	99	98	98	100

# Youth Perception of Peer Disapproval of Alcohol, Tobacco, Marijuana, Prescription Drugs, and Vaping

Category	Definition	Total Sample	Gei F	nder M	Gra 7	de 8
Alcohol	Drink regularly	87	89	85	92	81
Tobacco	Smoke tobacco	92	94	90	94	91
Marijuana	Use marijuana	88	91	87	94	82
Prescription Drugs	Used prescription drugs not prescribed to you	90	93	88	93	86
Vaping	Vape tobacco, nicotine, or marijuana	87	89	85	93	82

# Youth Perception of Risk of Alcohol, Tobacco, Marijuana, Prescription Drug Use, and Vaping

Category	Definition	Total Sample	Ger F	nder M	Gra 7	de 8
Alcohol	Five or more drinks once or twice a week	76	70	81	80	72
Tobacco	One or more packs of cigarettes per day	82	83	81	84	81
Marijuana	Use marijuana once or twice a week	71	71	72	75	68
Prescription Drugs	Used prescription drugs that are not prescribed to them	81	81	82	82	81
Vaping	Vape tobacco, nicotine, or marijuana	79	80	78	83	74

### **Four Core Measures Data Summary**

		Past 3	0-Day U	se			Perce	otion of	Risk		
		Alc	Tob	Mar	Pre	Vape	Alc	Tob	Mar	Pre	Vape
Total	*%	7.1	0.9	2.5	2.8	3.2	76.5	82.4	71.2	81.4	78.6
Sample	n	23	3	8	9	10	244	262	227	259	250
Female	*%	322	321 0.8	316 2.5	320 1.6	317 2.5	319 69.9	318 82.8	319 70.7	318 81.1	318 79.7
remaie	n	3.2 4	1	3	2	3	86	101	87	99	98
	N	124	123	121	122	120	123	122	123	122	123
Male	*%	9	1.1	2.8	3.9	4	80.8	81.4	71.8	82.5	77.8
maio	n	16	2	5	7	7	143	144	127	146	137
	N	178	178	176	178	177	177	177	177	177	176
Not	*%			1	1						1
Enrolled	n										
	N										
4	*%										
	n N										
_	*%	<b>H</b>									
5	n										
	N										
6	*%										
J	n										
	N										
7	*%	6	1.2	1.8	3	2.4	80	84.2	74.5	82.4	82.9
	n	10	2	3	5	4	132	139	123	136	136
	N	168	168	165	168	165	165	165	165	165	164
8	*%	7.1	0.7	3.6	2.9	4.3	72.3	81.4	68.1	80.7	73.8
	n	10	1	5	4	6	102	114	96	113	104
•	*%	141	141	139	140	140	141	140	141	140	141
9	n										
	N										
10	*%										
	n										
	N										
11	*%										
	n										
	N										
12	*%										
	n N										
Doot	*%										
Post Secondary											
	• •										

#### Note

<sup>% --</sup> In this table, the rows marked with a percent sign (%) reflect percentages of youth who meet the criteria appropriate to the particular column for Past 30-Day Use, Perception of Risk, Perception of Parental Disapproval, and Perception of Peer Disapproval.

n -- Rows marked with a lower case n report the number of students who meet the criteria.

N -- Rows marked with an upper case N report the number of students who responded to the relevant question.

Values for one or more cells were suppressed due to fewer than 10 youth in that category responding.

### Four Core Measures Data Summary - Part 2

		Perce	otion of	Parenta	l Disap <sub>l</sub>	oroval	Perce	otion of	Peer Di	sapprov	/al
		Alc	Tob	Mar	Pre	Vape	Alc	Tob	Mar	Pre	Vape
Total	%	96.6	98.1	98.1	96.5	98.7	86.6	91.8	88.1	89.9	86.7
Sample	n	309	313	310	306	314	277	293	281	284	274
Famala	N %	320 95.2	319 99.2	316 99.2	317 98.4	318 99.2	320 88.7	319 94.4	319 91.1	316 92.7	316 89.4
Female	% n	95.2 118	123	122	121	123	110	117	113	92. <i>1</i> 115	110
	N	124	123	123	123	123	124	124	124	124	123
Male	%	97.2	97.2	97.7	95.4	98.3	84.7	89.8	86.9	87.9	85.1
Maic	n	172	171	170	167	172	150	159	153	152	148
	Ν	177	176	174	175	175	177	177	176	173	174
Not	%							<u> </u>			
Enrolled	n										
	N										
4	%										
	n										
_	N										
5	%										
	n N										
6	%										
O	n										
	N										
7	%	97	97.6	98.2	96.4	98.2	92.2	93.9	93.9	93.3	93.2
	n	162	162	160	159	162	153	155	155	154	151
	N	167	166	163	165	165	166	165	165	165	162
8	%	96.4	99.3	98.6	97.1	100	80.9	91.5	82.3	86.3	81.6
	n	135	139	138	136	140	114	129	116	120	115
	N	140	140	140	140	140	141	141	141	139	141
9	% n										
	n N										
10	%										
10	n										
	N										
11	%										
	n										
	N										
12	%			_							_
	n										
	N										
Post	%										
Secondary	/ <sup>n</sup> N										
	IN	II.									

#### Note

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Values for one or more cells were suppressed due to fewer than 10 youth in that category responding.

## **Filters Used in This Report**

This report has been generated from a World Wide Web based system that includes the ability to filter the responses displayed based on a set of criteria selected by the viewer. When this report is printed or saved to a PDF file, it may not be clear what filtering if any has been used on the data set. That lack of clarity is what this section is designed to address. This section is shown only if filtering has reduced the number of responses shown to less than all responses available. **Currently displayed are 338 of 2550 survey responses** 

### Groups displayed:

BMHS Spring 2021: **Excluded** CGS Spring 2021: **Excluded** 

Nathan Hale Middle School Spring 2021: **Excluded** Norwalk High School Spring 2021: **Excluded** 

P-TECH Spring 2021: Excluded

Ponus Middle School Spring 2021: Included as main report data / post / time-2

Roton Middle School Spring 2021: **Excluded**West Rocks Middle School Spring 2021: **Excluded** 

Note: Checked values are included in the displayed data and unchecked values are excluded.

### Grades displayed:

- Unanswered
- **☑** 5
- ☑ 6
- **v** 7
- ☑ 8
- ✓ 9✓ 10
- **√**11
- **√**12

#### Genders displayed:

- Unanswered
- ✓ Girl
- ☑ Boy
- Other

#### Is LGBT+ displayed:

- **v** 0
- **1**
- **☑** 2

### Financial Strain displayed:

- Unanswered
- ☑ Cannot buy the things we need sometimes
- ☑ Have just enough money OR No problem

#### **English Language Learner displayed:**

☑ Unanswered

☑ Unanswered
☑ Yes
☑ No
☑ I do not know
Have an Individual or Special Education Plan displayed:
☑ Unanswered
☑ Yes
☑ No
☑ I do not know
Races displayed:
☑ Black
☑ Asian
☑ Latinx
☑ Native
☑ White
☑ Other