

Safe and Welcoming Schools - Guardrail 1:

Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day. This means that our schools will be:

- 1) environmentally safe and clean; and
- 2) spaces with inclusive climates that provide students with access to robust social, emotional, and mental health supports.

Indicator 1.1:

The percentage of schools with both a high Overall District-Wide Survey Climate rating and a high Overall District-Wide Survey Instruction rating will grow from 17.7% (38 schools) in August 2020 to 58.6% (126 schools) by August 2026

Indicator 1.3:

The percentage of schools with at least two FTE (full-time equivalent) positions, per 500 students, to support student mental and behavioral needs will grow from 64.2% (138 schools) in August 2020 to 93.5% (201 schools) by August 2026

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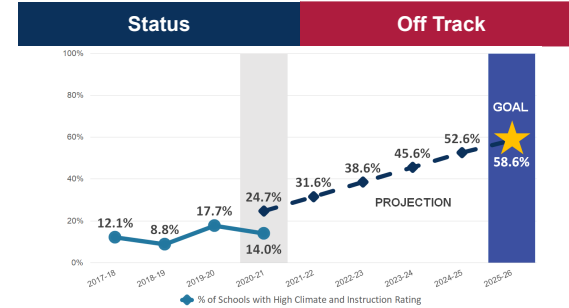
Color Legend

Lower Performance;
Further Below Target

Higher Performance;
Further Above Target

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Guardrail Indicator 1.1:
The percentage of schools with both a high Overall District-Wide Survey Climate rating and a high Overall District-Wide Survey Instruction rating will grow from 17.7% (38 schools) in August 2020 to 58.6% (126 schools) by August 2026.



District-Wide Survey Climate and Instruction Topic Scores, All District Schools		2017-18	2018-19	2019-20	2020-21¹	2020-21 Annual Target	Distance to 2020-21 Target	Distance to 2021-22 Target	2025-26 Final Target				
	All District Schools	12.1%	8.8%	17.7%	14.0%	24.7%	-10.7	-17.6	58.6%				
	District School Progress												
	School Group (Based on School Performance on Guardrail Indicator 1.1)²	2018-19				2019-20				2020-21¹			
		Topic Scores		Schools		Topic Scores		Schools		Topic Scores		Schools	
		Climate	Instruction	#	%	Climate	Instruction	#	%	Climate	Instruction	#	%
	On Track - Group A High Instruction, High Climate	7.6	8.2	19	8.8%	7.6	8.1	38	17.7%	7.8	8.1	30	14.0%
	Near Track - Group B Either High Instruction or High Climate	7.2	7.8	45	20.9%	7.3	7.8	46	21.4%	7.4	7.7	61	28.4%
	Near Track - Group C Near Instruction, Near Climate	6.5	7.5	83	38.6%	6.4	7.4	84	39.1%	6.7	7.5	84	39.1%
	Off Track - Group D Low Instruction and/or Low Climate	5.7	7.0	68	31.6%	5.7	7.0	38	17.7%	5.7	7.3	14	6.5%
	No Assigned Group Suppressed Topic Scores due to low Response Rates			0	0.0%			9	4.2%			26	12.0%
Climate and Instruction Topic Scores, All District Schools	School Group (Based on School Leading Indicator Performance)	2018-19				2019-20				2020-21¹			
		Topic Scores		Schools in this Group that are Meeting Guardrail Indicator 1.1		Topic Scores		Schools in this Group that are Meeting Guardrail Indicator 1.1		Topic Scores		Schools in this Group that are Meeting Guardrail Indicator 1.1	
		Climate	Instruction	#	%	Climate	Instruction	#	%	Climate	Instruction	#	%
	Schools Off Track on all Eligible Leading Indicators* (Goals 1-4, 83 District Schools)	6.1	7.3	0	0.0%	6.2	7.3	4	4.8%	6.6	7.4	1	1.2%
	Schools Off, Near, or On Track on different Eligible Leading Indicators* (Goals 1-4, 115 District Schools)	6.7	7.6	10	8.6%	6.9	7.7	24	20.7%	7.2	7.7	20	17.2%
	Schools On Track on all Eligible Leading Indicators* (Goals 1-4, 17 District Schools)	7.7	7.9	9	52.9%	7.8	8.0	10	58.8%	7.9	7.9	9	52.9%
Climate Topic Score Color Legend					Instruction Topic Score Color Legend								
Less than 6.0		Between 6.0 and 6.9		Greater than 7.0		Less than 7.0		Between 7.0 and 7.9		Greater than 8.0			

District-Wide Surveys: Subtopic Scores, Response Rates, & Question Highlights

District Schools, 2020-2021

District Schools 2020-21' (Change from 2019-20 in parentheses)		Overall: Average of Student, Parent, and Teacher Survey Scores	Score from Student Surveys	Score from Parent/Guardian Surveys	Score from Teacher Surveys
Climate Sub-Topics	Attendance Challenges	5.2 (-0.6)	-	-	5.2 (-0.6)
	Belonging	7.5 (+0.3)	7.5 (+0.3)	-	-
	Bullying	7.9 (+0.4)	6.9 (+0.5)	8.9 (+0.3)	-
	Classroom Challenges	5.9 (+0.5)	-	-	5.9 (+0.5)
	Discipline	6.7 (+0.7)	-	-	6.7 (+0.7)
	External Challenges	4.3 (-0.3)	-	-	4.3 (-0.3)
	Respect	8.0 (+0.0)	-	-	8.0 (+0.0)
	Safety	8.7 (+0.6)	8.3 (+1.1)	9.2 (+0.2)	-
	School Challenges	6.5 (+0.2)	-	-	6.5 (+0.2)
	Student Centered Learning	6.8 (+0.2)	-	-	6.8 (+0.2)
Instruction Sub-Topics	Student Engagement	7.1 (-0.1)	-	-	7.1 (-0.1)
	Teaching and Learning	7.9 (+0.1)	8.2 (+0.2)	7.6 (-0.1)	-
Climate Topic Score Color Legend					
Less than 6.0		Between 6.0 and 6.9		Greater than 7.0	
Instruction Topic Score Color Legend					
Less than 7.0		Between 7.0 and 7.9		Greater than 8.0	

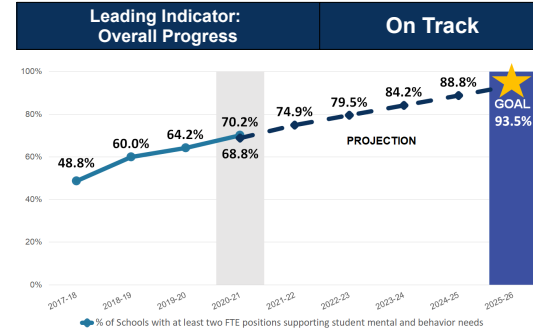
% Responded	Respondent Group	2018-19		2019-20		2020-21 ¹	
		# Respondents	% Responded	# Respondents	% Responded	# Respondents	% Responded
	Students	66,468	70.9%	34,562	37.0%	43,568	47.2%
	Parents / Guardians	23,647	22.8%	15,262	14.9%	14,381	14.2%
	Teachers	5,213	67.1%	5,257	66.0%	6,154	76.7%

	Sub-Topic	Respondent Group	Survey Question	2018-19	2019-20	2020-21 ¹
Climate Topic	Belonging	Students: % Responded "Most or all of the time"	When I am in school, I feel like I belong.	37.6%	41.4%	44.8%
			I enjoy being in school.	30.0%	33.6%	37.0%
	Bullying	Students: % Responded "Never" or "Rarely"	Students are bullied at my school.	50.2%	53.5%	67.9%
	Classroom Level Challenges to Student Learning	Teachers: % Responded "Not a Challenge"	Insufficient class time to cover all of the curriculum: extent of school-level challenge	26.7%	26.4	23.1%
	External Challenges to Student Learning		Neighborhood crime/safety: extent of external challenge	29.5%	30.6%	22.6%
Instruction Topic	Teaching and Learning	Students: % Responded "Most or all of the time"	My teachers treat me with respect.	58.7%	64.9%	76.1%
			My teachers have high expectations for me in school.	64.8%	69.2%	68.2%
		Parents / Guardians: % Responded "Strongly Agree"	Teachers at my child's school encourage my child to work hard.	54.0%	54.0%	48.5%
	Student Engagement	Teachers: % Responded "Most or all of the time"	My students are motivated to learn	53.9%	55.3%	46.1%

	Student Enrollment by Guardrail Indicator 1.1 School Group									
	On Track - Group A: Meeting Climate & Instruction (30 District Schools) ²		Near Track - Group B: Either High Climate or High Instruction (61 District Schools) ²		Near Track - Group C: Near Instruction, Near Climate (84 District Schools) ²		Off Track - Group D: Low Instruction and/or Low Climate (14 District Schools) ²		No Assigned Group: Suppressed Topic Scores due to low Response Rates (26 District Schools) ²	
	# Students	% Students	# Students	% Students	# Students	% Students	# Students	% Students	# Students	% Students
All Students	13,624	11.4%	37,818	31.6%	44,208	37.0%	8,625	7.2%	15,217	12.7%
Black / African American	5,351	39.3%	13,122	34.7%	24,328	55.0%	4,943	57.3%	8,853	58.2%
Hispanic / Latinx	1,567	11.5%	7,909	20.9%	11,663	26.4%	2,232	25.9%	4,222	27.7%
White	4,237	31.1%	8,551	22.6%	3,223	7.3%	652	7.6%	1,083	7.1%
American Indian / Alaskan Native ⁴	Suppressed	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample
Asian	1,598	11.7%	6,213	16.4%	2,953	6.7%	466	5.4%	433	2.8%
Native Hawaiian / Pacific Islander ⁴	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample	Insufficient Sample
Multi Racial/Other	832	6.1%	1,890	5.0%	1,880	4.2%	312	3.6%	585	3.8%
English Learners	1,094	8.0%	5,617	14.9%	6,081	13.8%	1,442	16.7%	1,780	11.7%
Non-English Learners	12,530	92.0%	32,201	85.1%	38,127	86.2%	7,183	83.3%	13,437	88.3%
Special Education	1,810	13.3%	4,634	12.3%	7,341	16.6%	2,188	25.4%	3,028	19.9%
Non-Special Education	11,814	86.7%	33,184	87.7%	36,867	83.4%	6,437	74.6%	12,189	80.1%
Economically Disadvantaged	7,466	54.8%	23,384	61.8%	34,229	77.4%	6,397	74.2%	10,758	70.7%
Non-Economically Disadvantaged	6,158	45.2%	14,434	38.2%	9,979	22.6%	2,228	25.8%	4,459	29.3%
Elementary	11,318	83.1%	24,863	65.7%	30,235	68.4%	1,904	22.1%	5,127	33.7%
Middle	1,273	9.3%	4,602	12.2%	5,715	12.9%	345	4.0%	1,614	10.6%
High	1,033	7.6%	8,353	22.1%	8,258	18.7%	6,376	73.9%	8,476	55.7%

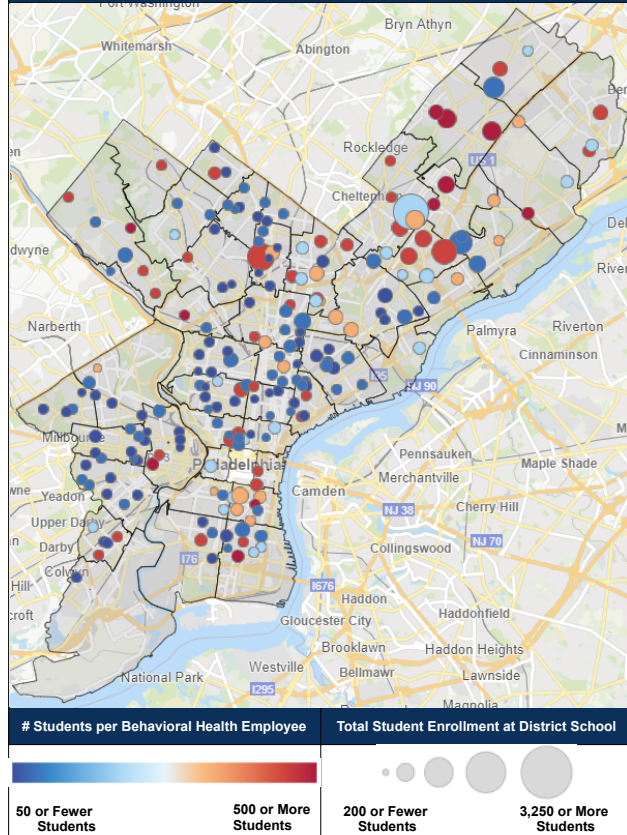
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Guardrail Indicator 1.3:
The percentage of schools with at least two FTE (full-time equivalent) positions, per 500 students, to support student mental and behavioral needs will grow from 64.2% (138 schools) in August 2020 to 93.5% (201 schools) by August 2026



Schools with 2 Full-Time Equivalent (FTE) positions, per 500 students, supporting student mental and behavioral needs ^a Internal Positions Only ^a		2018-19		2019-20		2020-21		2020-21 Annual Target		Distance to 2020-21 Target		Distance to 2021-22 Target		2025-26 Final Target		
	All District Schools		60.0%		64.2%		70.2%		68.8%		+1.4		-4.7		93.5%	
	District School Progress															
	School Group	2019-20						2020-21								
		# Students	# Behavioral Health Employees ^a	# Students Per Behavioral Health Employee	# Schools Meeting Guardrail Indicator 1.3	% Schools Meeting Guardrail Indicator 1.3	# Students	# Behavioral Health Employees ^a	# Students Per Behavioral Health Employee	# Schools Meeting Guardrail Indicator 1.3	% Schools Meeting Guardrail Indicator 1.3					
	District Schools Meeting Guardrail 1.3	71,124	644	110	138	64.2%	73,456	675	109	151	70.2%					
	District Schools Not Meeting Guardrail 1.3	53,060	143	371	77	35.8%	46,036	128	360	64	29.8%					
	School Group	2019-20						2020-21								
		# Students	# Behavioral Health Employees ^a	# Students Per Behavioral Health Employee	# Schools in this Group Meeting Guardrail Indicator 1.3	% Schools in this Group Meeting Guardrail Indicator 1.3	# Students	# Behavioral Health Employees ^a	# Students Per Behavioral Health Employee	# Schools in this Group Meeting Guardrail Indicator 1.3	% Schools in this Group Meeting Guardrail Indicator 1.3					
	Elementary Schools (148 District Schools)	79,096	486	163	91	61.5%	73,447	492	149	101	68.2%					
	Middle Schools (21 District Schools)	13,585	76	179	14	66.7%	13,549	80	169	14	66.7%					
	High Schools (46 District Schools)	31,503	225	140	33	71.7%	32,496	231	141	36	78.3%					
	Schools Off Track on all Eligible Leading Indicators (Goals 1-4, 83 District Schools) ¹	43,182	391	110	67	80.7%	41,968	402	104	70	84.3%					
	Schools Off, Near, or On Track on different Eligible Leading Indicators ^a (Goals 1-4, 115 District Schools)	67,802	351	193	64	55.7%	64,418	357	180	74	64.3%					
	Schools On Track on all Eligible Leading Indicators (Goals 1-4, 17 District Schools) ¹	13,200	45	293	6	35.3%	13,106	44	298	7	41.2%					

Number of Students per Behavioral Health Employee by School
All District Schools, 2020-21
 Internal Positions Only (Intensive Behavioral Health Services (IBHS) not included)



Behavioral Health Position*	Total Number of Employees	Number of District Schools with Employees
Behavioral Health Counselor	25	25
School Counselor	311	215
School Psychologist	122	131
STEP Support	110	59
Climate Support	235	141

Student Enrollment by Guardrail Indicator 1.3 School Group

	Meeting Guardrail Indicator 1.3 (More than 2 Behavioral Health Positions per 500 students - 151 District Schools) ⁶		Not Meeting Guardrail Indicator 1.3 (Fewer than 2 Behavioral Health Positions per 500 students - 64 District Schools) ⁶	
	# Students	% Students in the Student Group	# Students	% Students in the Student Group
All Students	73,456	61.5%	46,036	38.5%
Black / African American	41,533	73.4%	15,064	26.6%
Hispanic / Latinx	16,915	61.3%	10,678	38.7%
White	7,621	42.9%	10,125	57.1%
American Indian / Alaskan Native	157	67.1%	77	32.9%
Asian	4,033	34.6%	7,630	65.4%
Native Hawaiian / Pacific Islander	64	40.5%	94	59.5%
Multi Racial/Other	3,133	57.0%	2,368	43.0%
English Learners	8,387	52.4%	7,627	47.6%
Non-English Learners	65,069	62.9%	38,409	37.1%
Special Education	13,948	73.4%	5,053	26.6%
Non-Special Education	59,508	59.2%	40,983	40.8%
Economically Disadvantaged	54,139	65.8%	28,095	34.2%
Non-Economically Disadvantaged	19,317	51.8%	17,941	48.2%
Elementary	41,996	57.2%	31,451	42.8%
Middle	6,910	51.0%	6,639	49.0%
High	24,550	75.5%	7,946	24.5%

Guardrail 1:
Every school will be a safe, welcoming and healthy place where our students, staff and community want to be and learn each day.

Relationships

**Ensuring a School
Community of
Safety & Belonging**

**Supporting the
Learning
Environment for All
Students**

**Physical
Environment**

**Safeguarding
Environmental
Safety in all
Schools**

**Upholding
Cleanliness &
Improving School
Building Conditions**

**Staff Capacity &
Supports**

**Addressing School-
Level Challenges**

**Providing Staff with
Capacity, Support,
& Leadership**

¹ In 2020-21, the suppression rules for respondent response rates were updated to protect respondent privacy and ensure accountability. This change resulted in more school-level Topic and Sub-Topic scores being suppressed due to low respondent response rates and classifies the schools are not meeting Guardrail Indicator 1.1. For more information on the design, administration, and scoring of the District Wide Survey, please visit: <https://philasd.org/dws>

² Schools were grouped into one of four performance groups based on their 2020-21 combined performance on the District-Wide Survey Climate and Instruction Topic Scores. To meet the Climate Topic Score, a school needs a Topic Score of 7.0 or above. To meet the Instruction Topic Score, a school needs a Topic Score of 8.0 or above. Group A includes schools that are both meeting their Climate and Instruction scores. Group B includes schools that are either meeting their Climate Score or meeting their Instruction Score. Group C includes schools that are within 1.0 point of meeting the Instruction Score (7.0 to 7.9) and within 1.0 point of meeting the Climate Score (6.0 to 6.9). Group D includes schools that are greater than 1.0 away from meeting either their Instruction or Climate Score. Schools that had either suppressed Instruction or Climate Topic Scores due to low respondent response rates are grouped under 'No Assigned Group'. In 2020-21, this represented 26 schools.

³ Schools are grouped based on their Winter 2020 aimswebPlus and/or Star performance for each Leading Indicator they are eligible for under Goals 1 through 4. A school could be eligible for only a subset of Leading Indicators (a school serving Kindergarten through Grade 8 students is only eligible for Goals 1, 2, and 3). A school can be in more than one performance group: for example, a school that is Off Track on all its eligible leading indicators is included in both the "Schools Off Track on all Eligible Leading Indicators" and "Schools Off Track on at least one Eligible Leading Indicator" groups.

⁴ Metrics for student groups are suppressed when either there are fewer than 20 eligible students in the student group, or, if another student group has fewer than 20 eligible students, a second student group's metrics are suppressed to prevent the first student group's metrics from being determined through simple calculations.

⁵ Full-time equivalent (FTE) positions refers to the equivalent hours worked by a single employee in a week. Schools that have a minimum of 1 FTE for every 250 students are categorized as meeting Guardrail Indicator 1.3.

⁶ Staff supporting student mental and behavioral needs includes the following positions, including contracted positions: Behavior analyst, Behavioral Health Counselor, Climate Support Specialist, School Climate Coordinator, School Climate Liaison, School Climate Manager, School Counselor, School Psychologist, Step Case Manager, Step Clinical Coordinator, Step Clinical Social Worker, and Step School Behavioral Consultant. Staff provided by External Providers, such as Intensive Behavioral Health Services (IBHS) staff, are not included.

