

E.L. HAYNES GOALS DASHBOARD
2022-23 SCHOOL YEAR

DASHBOARD METRIC		ES				MS				HS			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
CLASS: "Instructional Support" rating on the CLASS	2022-23				3.85								
	Target				4.00								
	2021-22				3.93								
EARLY LITERACY: % of students in K-4 on-level or making average growth or better on DIBELS (BOY includes only students on-level)	2022-23	46%	75%	87%									
	Target			90%									
	2021-22	33%	75%	80%									
ELA GROWTH: % of students who meet their growth target on i-Ready (K-8) and Reading Inventory (HS)	2022-23		61%	65%		56%	54%			51%	53%		
	Target			75%			75%				75%		
	2021-22		47% (19-20)	45%		50%	44%			51% (19-20)	48%		
MATH GROWTH: % of students K-8 who meet their growth target on i-Ready	2022-23		58%	64%		45%	41%						
	Target			75%			75%						
	2021-22		49% (19-20)	49%		60%	49%						
ELA K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or above on ELA i-Ready	2022-23	15%	30%	45%									
	Target			40%									
	2021-22	10%		32%									
MATH K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or above on math i-Ready	2022-23	13%	27%	39%									
	Target			56%									
	2021-22	7%		30%									
ELA 3-10 ACHIEVEMENT: % of students who score a 4 or above on the ELA PARCC assessment (Q1-Q3 ES and HS based on ANET Predictions , MS based on Transcend)	2022-23	16%	21%	23%	20%	30%	33%	30%	23%	39%	38%	32%	33%
	Target				31%				38%				41%
	2021-22	27%	27%	26%	21%	28%	37%	37%	24%	38%	30%	30%	26%
MATH 3-10 ACHIEVEMENT: % of students who score a 4 or above on the math PARCC assessment (Q1-Q3 ES and HS based on ANET Predictions , MS based on Transcend)	2022-23	19%	23%	26%	22%	20%	22%	16%	13%	5%	12%	14%	13%
	Target				32%				23%				21%
	2021-22	21%	23%	22%	21%	8%	9%	8%	11%	11%	12%	12%	9%
INTERVENTION: % of students enrolled in Read 180/HS Literacy Intervention meeting their Lexile Growth Goal	2022-23								13%				57%
	Target								75%				75%
	2021-22								47%				
COACHING: % of coached teachers whose students achieve their student centered coaching goal	2022-23	17%	65%	76%	17%	43%	48%	0%	30%	60%			
	Target			85%			85%			85%			
	2021-22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
TEACHER SUPPORT/COACHING: % of teachers who agree that through coaching and feedback from either my instructional coach or manager, I receive specific actions to improve my teaching practice	2022-23	73%	83%	63%	95%	82%	83%	83%	88%	74%			
	Target			85%			85%			85%			
	2021-22	41%	49%	36%	57%	52%	46%	61%	51%	50%			

CULTURE & WELLNESS													
DASHBOARD METRIC		ES				MS				HS			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
90% ATTENDANCE: % of students meeting attendance requirements of 90% or more of their enrolled days	2022-23	72%	66%	70%	72%	71%	62%	65%	64%	60%	52%	53%	50%
	Target				90%				90%				80%
	2021-22	63%	49%	55%	58%	72%	48%	51%	49%	60%	33%	38%	34%
IN-SEAT ATTENDANCE: Average attendance rate	2022-23	92.3%	91.1%	91.2%	91%	91.8%	90.3%	90.6%	90%	88.4%	86.2%	85.9%	85%
	Target				90%				90%				85%
	2021-22	89.5%	86.4%	87.8%	88.1%	91.0%	84.7%	85.1%	85.2%	85.6%	78.9%	79.3%	78.6%
SUSPENSIONS: % of students suspended at least once	2022-23	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	1.9%	3.2%	2.1%	2.8%	4.7%	6.2%
	Target				0%				3%				5%
	2021-22	0.0%	0.0%	0.6%	0.6%	1.4%	1.7%	3.6%	3.9%	2.0%	2.0%	4.3%	5.6%
STUDENT MENTAL HEALTH AND WELLNESS: % of students who agree that "there is at least one adult in the school building with whom I can share a concern/problem"	2022-23	81%	89%	94%	68%	63%	71%	78%	92%	79%			
	Target			85%			75%			80%			
	2021-22		74%	82%	85%		67%	58%	64%		74%	72%	77%
RELATIONSHIPS: % of students who agree that they feel connected to a trusted adult at their school	2022-23	83%	80%	94%	60%	59%	58%	73%	67%	73%			
	Target			88%			75%			75%			
	2021-22	86%	78%	81%	88%	67%	68%	56%	61%	69%	73%	68%	68%

FAMILY ENGAGEMENT													
DASHBOARD METRIC		ES				MS				HS			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
FAMILY ENGAGEMENT: % of students whose families receive a direct contact within two school days of an unexcused absence	2022-23	12%	7%	9%	8%	10%	8%	10%	8%	17%	15%	15%	14%
	Target				75%				75%				75%
	2021-22	6%	8%	8%	8%	8%	10%	9%	9%	15%	12%	11%	10%
PROGRESS MEETINGS: % of students whose families participate in at least 2 student progress meetings (Q1 and Q2 results based on participation in 1 progress meeting)	2022-23	61%	89%	67%	67%	32%	52%	37%	38%	78%	85%	64%	67%
	Target				85%				60%				60%
	2021-22	51%	90%	67%	68%	39%	68%	38%	39%	66%	89%	59%	60%
FAMILY VOICE: % of families who agree that the school seeks their opinions about important issues (Diverse Input)	2022-23	89%	88%	90%	86%	91%	87%	89%	89%	89%	89%	90%	90%
	Target				75%				75%				75%
	2021-22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
WOULD RECOMMEND: % of families who would recommend E.L. Haynes to a friend or neighbor	2022-23	95%	90%	95%	84%	91%	77%	93%	94%	87%	93%	94%	87%
	Target				90%				90%				90%
	2021-22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
RE-ENROLLMENT: % of families that return to E.L. Haynes in the following year	2022-23				94%				94%				89%
	Target				90%				90%				90%
	2021-22				83%				86%				90%

RACE & EQUITY																	
DASHBOARD METRIC		ES				MS				HS				ELH			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
EQUITY ATTENDANCE: % of students (by subgroup) who attended 90% or more of their enrolled days	All Students	72%	66%	70%	72%	71%	62%	65%	64%	60%	52%	53%	50%				
	SPED	63%	60%	67%	67%	60%	51%	54%	49%	51%	42%	42%	40%				
	Gap		-5%	-3%	-5%	-11%	-10%	-12%	-15%	-9%	-11%	-11%	-9%				
	Target				-5%				-5%				-5%				
	2021-22 Gap	-14%	-5%	-14%	-18%	-15%	-13%	-18%	-16%	-13%	-9%	-13%	-12%				
AT RISK ELA ACHIEVEMENT: % of students who are designated at risk meeting expectations in ELA on ANET/Transcend (Q1-Q3) and PARCC (Q4)	2022-23	11%	13%	15%	12%	20%	26%	24%	17%	31%	33%	31%	25%				
	Target				35%				25%				25%				
	2021-22	16%	16%	18%	7%	26%	32%	29%	16%	31%	29%	23%	21%				
AT RISK MATH ACHIEVEMENT: % of students who are designated at risk meeting expectations in math on ANET/Transcend (Q1-Q3) and PARCC (Q4)	2022-23	11%	11%	13%	10%	16%	19%	9%	8%	3%	8%	9%	8%				
	Target				35%				25%				25%				
	2021-22	9%	9%	9%	14%	7%	7%	5%	8%	6%	12%	8%	6%				
ELL PROGRESS: % of ELL students meeting their ACCESS growth goal (Increasing to next level is the goal in 2022-23)	2022-23				57%				10%				25%				
	Target				63%				43%				49%				
	2018-19				31%				12%				42%				
SPED PROGRESS: % of goals students are progressing on or have mastered	2022-23	92%	92%			93%	89%			58%	64%						
	Target				85%				85%				85%				
	2021-22	80%	84%	87%	87%	73%	75%	77%	78%	55%	55%	58%	60%				
DIVERSE INPUT ORGANIZATION: % of staff who agree that decisions made by organizational leadership are based on input from a diverse group of staff	2022-23	33%	34%		21%	52%	63%		50%	48%	50%		32%	48%	53%		37%
	Target				80%				80%				80%				80%
	2021-22	41%	44%	35%	32%	43%	52%	52%	46%	46%	60%	48%	50%	45%	55%	46%	45%
DIVERSE INPUT CAMPUS: % of staff who agree that decisions made by campus leadership are based on input from a diverse group of staff	2022-23	31%	47%		29%	67%	63%		76%	65%	52%		43%	51%	51%		48%
	Target				80%				80%				80%				80%
	2021-22	41%	44%	35%	32%	43%	52%	52%	46%	46%	60%	48%	50%	45%	55%	46%	45%
INCLUSIVE COMMUNITY: % of staff who agree that their identity is valued at work and contributes to their accomplishments	2022-23	53%	59%		50%	73%	71%		76%	72%	73%		57%	66%	64%		53%
	Target				85%				85%				85%				85%
	2021-22	47%	68%	57%	54%	60%	67%	74%	69%	71%	74%	65%	61%	58%	72%	64%	63%
INCLUSIVE DECISION MAKING: % of staff who agree that their opinion seems to matter	2022-23	51%	66%		50%	69%	78%		76%	68%	70%		53%	65%	73%		60%
	Target				70%				70%				70%				70%
	2021-22	41%	66%	54%	50%	47%	70%	78%	62%	64%	68%	65%	61%	51%	69%	65%	59%

TALENT & OPERATIONS																		
DASHBOARD METRIC		ES				MS				HS				ELH				
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
EARLY HIRING: % of instructional vacancies known by May 1 filled by June 1	2022-23																	96%
	Target																	90%
	2021-22																	60%
RETENTION: % of staff retained	2022-23				84%				80%				80%					81%
	Target				85%				85%				85%					85%
	2021-22				85%				85%				92%					86%
RISE: % of staff who agree that RISE provides clarity and transparency for their role	2022-23	60%	44%	36%	58%	39%	32%	47%	36%	34%	54%	39%	32%					
	Target			84%			85%			85%			85%					85%
	2021-22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
RISE FEEDBACK: % of staff who agree that RISE provides the feedback and support I need to develop in my role	2022-23	56%	63%	36%	65%	56%	64%	62%	73%	62%	61%	65%	60%					
	Target												85%					85%
	2021-22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
CUSTOMER SERVICE (HR): % of staff agree they receive timely responses regarding personnel matters (benefits, payroll, leave)	2022-23	31%	47%	32%	50%	56%	56%	40%	43%	53%	38%	49%	50%					
	Target			85%			85%			85%			85%					85%
	2021-22	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ENROLLMENT: % of students enrolled by June 1 based on target enrollment	2022-23				101%				99%				95%					98%
	Target				100%				100%				100%					100%
	2021-22																	89%
FUNDRAISING: % of 2022-23 fundraising goal met	2022-23													\$107K	\$707K	\$798K	\$823K	
	Target																	\$805K
	2021-22													\$515K	\$1.05M	\$1.09M	\$1.1M	
BUDGET EXPENSES: ELH operates within 3% of our annual expense budget (Note: Based on budget vs actual year-to-date)	2022-23													0.0%	2.6%			
	Target																	2%
	2021-22													6.3%	2.6%			
SUPPLIES: % of staff who agree that they have the materials and equipment needed to do their work	2022-23	82%	88%	86%	92%	93%	97%	77%	91%	85%	84%	91%	87%					
	Target			90%			95%			90%			90%					90%
	2021-22	88%	85%	86%	77%	89%	92%	82%	89%	86%	83%	87%	89%					89%

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
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Domain	Metric	Link	Calculation	Notes
Instruction	CLASS: "Instructional Support" rating on the CLASS		Average of four classroom scores on Instructional Support	
Instruction	EARLY LITERACY: % of students in K-4 on-level or making average growth	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Each student with EOLY score At Benchmark or Above OR Year Growth is Average or Above. Denominator: All students with BOY and EOY scores.	
Instruction	ELA GROWTH: % of students who meet their growth target on i-Ready (R)	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students meeting typical growth goal on i-Ready or national average growth on RI. Denominator: Students with BOY and EOY scores.	
Instruction	MATH GROWTH: % of students K-6 who meet their growth target on i-Ready	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students meeting typical growth goal on i-Ready. Denominator: Students with BOY and EOY scores.	
Instruction	ELA K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students scoring mid+ on i-Ready. Denominator: students who took i-Ready	
Instruction	MATH K-2 ACHIEVEMENT: % of students in K-2 scoring mid-grade level or	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students scoring mid+ on i-Ready. Denominator: students who took i-Ready	
Instruction	ELA 3-10 ACHIEVEMENT: % of students who score a 4 or above on the	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students who score and average of 50% on ANET or a 4 on Transcend or PARCC. Denominator: Student who took ANET/Transcend/PARCC.	
Instruction	MATH 3-10 ACHIEVEMENT: % of students who score a 4 or above on the	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students who score and average of 50% on ANET or a 4 on Transcend or PARCC. Denominator: Student who took ANET/Transcend/PARCC.	
Instruction	INTERVENTION: % of students enrolled in Read 180/HS Literacy Intervention meeting their Lexile Growth Goal		Numerator: Students in intervention who met lexile g Lexile Growth Goal	
Instruction	COACHING: % of coached teachers whose students achieve their student centered coaching goal		Alex provides this metric	
Instruction	TEACHER SUPPORT/COACHING: % of teachers who agree that through coaching and feedback from either my instructional o		Numerator: Teachers who agree or strongly agree with the survey item. Denominator: Teachers who answer the survey item.	
Culture & Wellness	90% ATTENDANCE: % of students meeting attendance requirements of	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students with attendance average 90% or higher. Denominator: all enrolled students	
Culture & Wellness	IN-SEAT ATTENDANCE: Average attendance rate	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Total number of students present summed across all school days. Denominator: Total number of students enrolled summed across all school days.	
Culture & Wellness	SUSPENSIONS: % of students suspended at least once	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students who have been suspended one or more days. Denominator: All students enrolled at all that year.	
Culture & Wellness	SOCIAL EMOTIONAL LEARNING: % of students who improve at least one level on the SEL assessment		Panorama should help us calculate this, but it hasn't been done yet.	
Culture & Wellness	STUDENT MENTAL HEALTH AND WELLNESS: % of students who agree t	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students who agree or strongly agree with the survey item. Denominator: Students who answer the survey item.	
Culture & Wellness	RELATIONSHIPS: % of students who agree that they feel connected to a	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Students who agree or strongly agree with the survey item. Denominator: Students who answer the survey item.	
Family Engagem	FAMILY ENGAGEMENT: % of students whose families receive a direct co	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Number of times a student is contacted at least once within two school days of an unexcused absences. Denominator: Number of unexcused absences.	
Family Engagem	PROGRESS MEETINGS: % of students whose families participate in at le	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Number of students whose family engages in two or more progress meetings (PTC, College meeting, IEP meeting). Denominator: Number of students.	
Family Engagem	FAMILY VOICE: % of families who agree that the school seeks their opin	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Family members who agree or strongly agree with the survey item. Denominator: Family members who answer the survey item.	
Family Engagem	WOULD RECOMMEND: % of families who would recommend E.L. Hayne	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Family members who agree or strongly agree with the survey item. Denominator: Family members who answer the survey item.	
Family Engagem	RE-ENROLLMENT: % of families that return to E.L. Haynes in the following year		Right now this is calculated using a complicated SQL. I recommend changing our Re-enrollment calculation to match the business rules used by OSSE and PCSB. That would simplify the process.	
Missing & Gradu	GPA: % of students with a weighted GPA of 3.0 or above this year	https://app.powerbi.com/groups/me/apps/a5df533d	Uses the SQL code "G:\Shared drives\Data Team\SQL\Quarterly Dashboard SQL\GPA for Dashboard v3.sql" to calculate yearly gpa by quarter. It would be simpler to just take a snapshot of yearly GPAs on the day grades are due, but that would include in progress grades for the following term.	
Missing & Gradu	9TH GRADE ON TRACK: % of first-time 9th graders who are on track to go	https://app.powerbi.com/groups/me/apps/a5df533d	Calculated using SQL code "G:\Shared drives\Data Team\SQL\Quarterly Dashboard SQL\On Track by Quarter - New Views.sql". This determines who is on track using only the grades from completed terms. Avoids the problems of students appearing off track because they're failing a class in the first week of a new term.	
Missing & Gradu	GRADUATION RATE: % of cohort graduating within 4 years (Q1-Q3 show	https://app.powerbi.com/groups/me/apps/a5df533d	ACGR Business rules are available at https://drive.google.com/open?id=1P7wW0XdfFuXwTuTf3RC75D6yhyXPUu8aUthuser=swlsm1.4dehlaynes.org&usp=drive_fs	
Missing & Gradu	SAT: % of the Senior Class who score => 480 on EBRW and 530 on Math	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: All seniors who score 480+ on EBRW and 530+ on math on either SAT. Denominator: All seniors.	
Missing & Gradu	AP PERFORMANCE: % of AP students who passed at least one AP exam		Numerator: All students who took an AP exam. Denominator: All students who scored 3+ on an exam	
Missing & Gradu	COLLEGE ACCEPTANCE: % of graduating seniors accepted to a 2- or 4+	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Graduates accepted to college as verified by PCSB. Denominator: Graduates.	
Missing & Gradu	COLLEGE ENROLLMENT: % of students who enroll in a 2- or 4-year post	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Former graduates who were ever enrolled in college by the spring semester 2 years after graduating. Denominator: Graduates in that class	
Race & Equity	EQUITY ATTENDANCE: % of students (by subgroup) who attended 90%	https://app.powerbi.com/groups/me/apps/a5df533d	Difference between 90% attendance rate for All students and SPED subgroup.	
Race & Equity	AT RISK ELA ACHIEVEMENT: % of students who are designated at risk	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: At Risk Students who score and average of 50% on ANET or a 4 on Transcend or PARCC. Denominator: At Risk Students who took ANET/Transcend/PARCC.	
Race & Equity	AT RISK MATH ACHIEVEMENT: % of students who are designated at risk	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: At Risk Students who score and average of 50% on ANET or a 4 on Transcend or PARCC. Denominator: At Risk Students who took ANET/Transcend/PARCC.	
Race & Equity	ELL PROGRESS: % of ELL students meeting their ACCESS growth goal		Numerator: ELL students who met access goal. Denominator: ELL students	
Race & Equity	SPED PROGRESS: % of goals students are progressing on or have mastered		Right now, this is calculated by looking at all of the g's We need to find a new way to calculate this using data from Special Programs	
Race & Equity	DIVERSE INPUT ORGANIZATION: % of staff who agree that decisions m	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Race & Equity	DIVERSE INPUT CAMPUS: % of staff who agree that decisions made by	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Race & Equity	INCLUSIVE COMMUNITY: % of staff who agree that their identity is val	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Race & Equity	INCLUSIVE DECISION MAKING: % of staff who agree that their opinion s	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Talent & Operatio	EARLY HIRING: % of instructional vacancies known by May 1 filled by June 1		Get this from HR	
Talent & Operatio	RETENTION: % of staff retained		Get this from HR	
Talent & Operatio	RISE: % of staff who agree that RISE provides clarity and transparency f	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Talent & Operatio	RISE FEEDBACK: % of staff who agree that RISE provides the feedback	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Talent & Operatio	CUSTOMER SERVICE (HR): % of staff agree they receive timely respons	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	
Talent & Operatio	ENROLLMENT: % of students enrolled by June 1 based on target enrollment		Get this from Franklin/Ops on June 1	
Talent & Operatio	FUNDRAISING: % of 2022-23 fundraising goal met		Get this from Katie Wynne	
Talent & Operatio	BUDGET EXPENSES: ELH operates within 3% of our annual expense budget (Note: Based on budget vs actual year-to-date)		Get this from Justin/new Carl	
Talent & Operatio	SUPPLIES: % of staff who agree that they have the materials and equipm	https://app.powerbi.com/groups/me/apps/a5df533d	Numerator: Staff who agree or strongly agree with the survey item. Denominator: Staff who answer the survey item.	