

MICHIGAN PUBLIC POLICY SURVEY (MPPS) LOCAL GOVERNMENT

PLANNING & ZONING and PERFORMANCE MGMT.

FALL 2017

For more inform	nation, please contact: closup-mpps@	umich.edu / (734) 647-4091		FALL 2017					
	et sdiction do you represent?	M/hat is the invitation?							
☐ County ☐ Township		What is the jurisdiction's na							
☐ City ☐ Village		(If not a county) In what cou	inty is it located?						
		What position do you hold?							
,	questions for you about your jurisdic	••		· ·					
Q2a. (please only ans	swer if you are a <u>township, city, or village</u>	, ,	on currently have a Ma	ster Plan that addresses land use?					
Yes, our jurisdiction currently has its own Master Plan Yes, we have a joint Master Plan under an agreement with other jurisdictions Yes, we rely on the county's Master Plan for our jurisdiction No, our jurisdiction does not currently have a Master Plan (either our own, a joint plan, or a county plan) (if skip to Q20)									
	Don't know (if don't know, please skip	o to Q24)							
Q2b. (please only ans	swer if you are a <u>county</u> official) Does y o	our county currently have a	Master Plan that addre	sses land use?					
	Yes, our county has a Master Plan, Yes, our county has a Master Plan, No, we do not currently have a Mas	but we have no county-zone	d townships						
	Don't know (if don't know, please skip	o to Q24)							
PLEASE N	PLEASE NOTE: RESPONDENTS WHO ANSWERED "YES" IN Q2a or Q2b ABOVE SHOULD NOW CONTINUE WITH QUESTION 3								
your knowledge	ust be reviewed every five years, and approximately when was the last time. Within the past year 1-10 years ago 11-20 years ago Over 20 years ago Don't know the Master Plan for your jurisdiction herienced — or would you expect it to the No problems experienced or expecting the state of the	ne the Master Plan for your ju as been updated recently, w experience — when updating ted with updating the Master	risdiction was <u>update</u> hich of the following p gits Master Plan? <i>(che</i>	<u>d?</u> roblems, if any, has your					
	Insufficient staff time Lack of funds Conflict within the community Conflict among the members of you Other (please specify) Don't know			, Board/Council, etc.)					
jurisdictions, the	povernments, the Master Plan aims to be Master Plan envisions a future signifuld you say it aims to significantly preserve the current mostly preserve the jurisdi significantly transform the jurisdi significantly transform the jurisdi	ficantly different than the sta irrent character of the jurisd character of the jurisdiction ction (but preserve some of	atus quo. Thinking abo ction (but still promote som	out the Master Plan for your					
	☐ Don't know	Yes	No Don't K						
	ing the current Master Plan? ne Master Plan?								
upuuuniy li									

Q7.	Q7. Does your jurisdiction currently have a formal Capital Improvements Plan/Program (CIP) for infrastructure, facilities, equipment, etc.?												
	 Yes, we currently have a CIP No, but we had one in the recent past (within the last 10 years) No, and we have not had a CIP in the last 10 years (if ever) 												
	☐ Don't know												
	Q8. (if you selected "yes" in Q7) To what extent does your jurisdiction's Capital Improvements Plan/Program (CIP) prioritize projects based on whether they support the Master Plan for your jurisdiction?												
			A great deal Somewhat Not at all										
			Don't know										
00	On Navi we're interested in the meteration benefits of land one planning. To what subset do you are interested in the meteration of land one planning.												
Q9.	Q9. Now we're interested in the potential benefits of land use planning. To what extent do you agree or disagree that having a Master Plan Strongly Somewhat Neither Agree Somewhat Strongly Don't Agree Agree Nor Disagree Disagree Know												
			on to make wise decisions investments, land use										
	allocations)?												
			n's economic growth? es the value of individuals										
	property inves	stmer	nts?	Ц						Ц			
	place?	ommu	inity enthusiasm or a sens	e of									
	official in a county	y that	vo items if you are a county does not zone, or a township at is county-zoned)										
			iction legal protection agai nent lawsuits?	nst 🗆									
	provides offic	ials v	ith political protection										
	against comp	laints	about zoning decisions?			Ш		Ш	Ш				
Q10.	rezoning of prop yet other jurisdic	erties ctions	a county official in a county the s, some local governments a rarely consult it at all. Thi g best describes your appro	strictly adher nking about th	e to th	eir Master Pla	n, others use it	just for genera	I guiding princ	iples, and			
			We try to strictly adhere to We generally follow the sp We rarely consider the Mas	rit but not nec	essari	ily the letter of	f the Master Plar	n when rezonir	ng properties				
			Don't know										
Q1 ⁻	does your juris	dictio	ily adhere" in Q10) What act on usually take to keep the ith the Master Plan? (check	zoning	a F	are reasons whe Plan when mak	"generally" or "rany your jurisdictions rezoning de	ion may not st cisions? (chec	rictly adhere to k all that apply)	its Master			
			ezone to keep aligned with	the		Our Master Pl	an wasn't intend	ded to be a blu	eprint for zoni				
	☐ We ensure ap	oplica	re land use map nt-led rezoning requests fo re land use map	llow the			f the Master Plai f the Master Plai			rts of the			
	□ We consult the making zonia	ne Ma ng de	ster Plan goals and objecti cisions (e.g., rezoning, zon			There isn't co The time horiz	mmunity conse						
	ordinance te ☐ Other (please		endments) fy)			zoning ordina Other (please	nce specify)						
	□ Don't know					Don't know							
Q13.			a county official in a county thuthority, how often would							or relies on			
						Once a Month or More	A Few Times a Year	About Once a Year	Rarely or Never	Don't Know			
			zoning actions (rezoning r	equests, site p	plan					Rilow □			
			permits, etc.) red to those zoning actions										
l							_	_					

Opinioning staff One full-time planning staff (east han 1 FTE) One full-time planning or zoning We keep external consultants for planning or zoning We keep external planners on ion-g-term retainer We make use of external planners to review complex site plans One full-time planners One full-time plans full-time planners One full-time planners One full-time plans full-time planners One full-time plans full-time planners One full-time plans full-time planners One full-time planners One full-time plans full-time plans full-time planners One full-time plans full-time plans full-time planners One full-time plans full-time plans full-time plans full-time pl	Q14.	4. Are there any full- or part-time planning employees on your jurisdiction's own staff? (if your jurisdiction has no employees, please select "no planning staff")									
O15. If your jurisdiction makes any use of external planners (i.e., contracted consultants and/or personnel from other jurisdictions), what is the nature of the relationship(s)? (chock all that apply) We don't use any external consultants for planning or zoning We don't use of external planners on long-term retailner We make use of external planners for intermitiant planning or zoning projects We make use of external planners for intermitiant planning or zoning projects We make use of external planners for review complex site plans			Only part-time planning One full-time planning	staff membe	er (1 FTE) ´	n 1 FTE)					
nature of the relationship(a)? (check all that apply) We don't use any external consultants for planning or zoning We keep external planners on long-term retainer We keep external planners or for intermittent planning or zoning projects We make use of external planners to review complex site plans Don't know On't know Don't			Don't know								
	Q15.	nature of the relationship(s)? (check all that apply)									
Q16. Thinking overall about your jurisdiction's planning and zoning needs today, does your jurisdiction have too much, too little, or about the right amount of staff capacity (i.e., internal staff and/or external consultants)? Far Too			We make use of exter	nal planners	for intermitter	nt planning or z	•				
Far Too Somewhat About the Right Amount Too Little Little Capacity Know			Don't know								
Much Capacity Too Much Right Amount Colt How does your jurisdiction's current staff capacity for planning and zoning compare to 10 years ago (before the Great Recession)? Has Has Has Has Has Significantly Somewhat Not Somewhat Decreased Changed Decreased Changed Decreased Know Color How does your jurisdiction's current staff capacity for planning and zoning compare to 10 years ago (before the Great Recession)? Has Has Has Has Has Has Has Has Has Significantly Don't Know Color Ham Has	Q16.	•			•	• .	s your jurisdiction	have too mucl	h, too little, or al	bout the	
Has Significantly Somewhat Not Somewhat Decreased Decreased Changed Changed Decreased Decreased Rnow Decre		Much Capad	city Too Much	Right A	Amount	Too Little		Kno			
Has Significantly Somewhat Not Somewhat Decreased Decreased Changed Changed Decreased Decreased Rnow Decre	Ω17	How does your	iurisdiction's current s	taff canacity	for planning a	nd zonina com	nare to 10 years an	o (hefore the (Great Recession	n)2	
Increased Increased Changed Decreased Decreased Changed Change	Q .,,	Has	Has	Ha	as	Has	Has			.,.	
Q18. Thinking about different types of land uses, which of the following, if any, have been a topic of discussion within your jurisdiction's government, including discussion at Board/Council meetings? (check all that apply) Medical marijuana facilities Short-term property rentals in residential zones Large-scale wind turbines or windfarms Large-scale solar arrays Oil and gas facilities Commercial communication (cell) towers Amateur radio towers Amateur radio towers Billiboards Keyhole or funnel development on lakes (providing lake access to "back lot" owners) The siting of public schools None of the above Don't know Q19. Overall, how satisfied would you say the following groups or individuals are with your jurisdiction's current approach to planning and zoning? Very Somewhat Neither Satisfied Somewhat Very Don't know The majority of your jurisdiction's citizens		Increased	Increased	Chai	nged	Decreased	Decreased	Kno			
Medical marijuana facilities Short-term property rentals in residential zones Large-scale wind turbines or windfarms Large-scale solar arrays Oil and gas facilities Commercial communication (cell) towers Amateur radio towers Farmland preservation Adult foster care facilities Billboards Keyhole or funnel development on lakes (providing lake access to "back lot" owners) The siting of public schools None of the above Don't know Q19. Overall, how satisfied would you say the following groups or individuals are with your jurisdiction's current approach to planning and zoning? Very Somewhat Neither Satisfied Somewhat Very Don't Know The majority of your jurisdiction's Community (including agriculture or forestry, if Community (including agriculture or forestry) Community (including agriculture or forestry) Comm		Ш	Ц	L	_	Ц	Ц	Ц			
Short-term property rentals in residential zones Large-scale wind turbines or windfarms Large-scale solar arrays Oil and gas facilities Commercial communication (cell) towers Amateur radio towers Farmland preservation Adult foster care facilities Billboards Keyhole or funnel development on lakes (providing lake access to "back lot" owners) The siting of public schools None of the above Don't know Q19. Overall, how satisfied would you say the following groups or individuals are with your jurisdiction's current approach to planning and zoning? Very Somewhat Neither Satisfied Somewhat Very Don't Satisfied Satisfied Somewhat Dissatisfied Dissatisfied Know The majority of your jurisdiction's current Dissatisfied Dissatisfied Community Commu	Q18.		cluding discussion at E	Board/Council				cussion within	your jurisdictio	n's	
O19. Overall, how satisfied would you say the following groups or individuals are with your jurisdiction's current approach to planning and zoning? Very Somewhat Neither Satisfied Somewhat Nor Dissatisfied Dissatisfied Dissatisfied Dissatisfied Community Commun		Short-term property rentals in residential zones Large-scale wind turbines or windfarms Large-scale solar arrays Oil and gas facilities Commercial communication (cell) towers Amateur radio towers Farmland preservation Adult foster care facilities Billboards Keyhole or funnel development on lakes (providing lake access to "back lot" owners)									
Q19. Overall, how satisfied would you say the following groups or individuals are with your jurisdiction's current approach to planning and zoning? Very Somewhat Neither Satisfied Somewhat Very Don't											
zoning? Very Somewhat Neither Satisfied Somewhat Dissatisfied Dissatisfied Know The majority of your jurisdiction's Board/Council The majority of your jurisdiction's citizens		Ц	Don't know								
Satisfied Satisfied Nor Dissatisfied Dissatisfied Know The majority of your jurisdiction's Board/Council The majority of your jurisdiction's citizens The majority of your jurisdiction's business community (including agriculture or forestry, if applicable)	Q19.		tisfied would you say t	he following (groups or indi	viduals are wit	h your jurisdiction's	s current appr	oach to planning	g and	
Board/Council The majority of your jurisdiction's citizens The majority of your jurisdiction's business community (including agriculture or forestry, if applicable)					•				•		
The majority of your jurisdiction's business community (including agriculture or forestry, if											
community (including agriculture or forestry, if											
		community (i									
			ole as a local official								

PLEASE NOTE: AFTER ANSWERING QUESTION 19, PLEASE SKIP AHEAD TO QUESTION 26

<u>PLEASE NOTE</u>: RESPONDENTS WHO ANSWERED "NO" IN Q2a OR Q2b SHOULD NOW CONTINUE WITH <u>QUESTION 20</u> RESPONDENTS WHO ANSWERED "YES" IN Q2a OR Q2b SHOULD NOW SKIP AHEAD TO <u>QUESTION 26</u>

Q20.				agree or disagre	e with the follo	owing stateme	nts about	
		Strongly Agree	Somewhat Agree	Neither Agree Nor Disagree	Somewhat Disagree	Strongly Disagree	Don't Know	
	Our governing board feels there is no need for land use planning in our jurisdiction.							
	Our governing board believes it is not the government's place to tell landowners how to use their property.	d feels there is no need for land ur jurisdiction. d believes it is not the lace to tell landowners how to use r Plan is too expensive for our r Plan is too time-consuming for r Plan is too time-consuming for set the necessary expertise to Plan. d feels it should be up to a higher ent (i.e., the County or the State) to cles. I likely is it that your jurisdiction will adopt a Master Plan Very likely Somewhat likely Not at all likely Don't know I your jurisdiction experienced any significant problems to the state of the s						
	Developing a Master Plan is too expensive for our jurisdiction.							
	Developing a Master Plan is too time-consuming for our jurisdiction.							
	Our jurisdiction lacks the necessary expertise to develop a Master Plan.							
	Our jurisdiction lacks sufficient volunteers for a local planning commission.							
Our governing board feels it should be up to a higher								
	Somewhat likely Not at all likely Don't know 22. In your opinion, has your jurisdiction experienced any significant problems because it does not have a Master Plan? Yes No							
Q24.	Thinking about different types of land uses, which of to government, including discussion at Board/Council m Medical marijuana facilities Short-term property rentals in resident Large-scale wind turbines or windfarent Large-scale solar arrays Oil and gas facilities	the following, ineetings? (checontial zones ms	f any, have bee	en a topic of discu	ussion within y			
	☐ None of the above☐ Don't know							

Q25.	Overall, how satisfied would you say the follow	ing groups o	r individu	als are with	your jurisdiction'	s current appr	oach to plannin	g and zoning
		Ver Satisf	,	omewhat Satisfied	Neither Satisfied Nor Dissatisfied	Somewhat Dissatisfied	Very Dissatisfied	Don't Know
	The majority of your jurisdiction's Board/Council							
	The majority of your jurisdiction's citizens							
	The majority of your jurisdiction's business community (including agriculture or forestry applicable)	/, if 🔲						
	You in your role as a local official							
	PLEASE NOTE: ALL R	ESPONDENT	S SHOUL	D PLEASE C	CONTINUE WITH	QUESTION 26		
	we have a few questions regarding housing iss							
Q26.	Thinking about the overall housing supply in y the right amount of the following housing option	ons?				-	is too much, too	little, or
			Too uch	The Right Amount	Too Little	Don't Know		
	Single-family housing							
	Duplex housing							
	Multi-family housing							
	Entry-level housing options						l	
	Mid-range housing options						ı	
	High-end housing options						l	
	Thigh-end housing options						l	
Q27.	Thinking about the overall housing supply in y statements? Your jurisdiction has	our jurisdicti	on, to wh	at extent do	you agree or disa	agree with eac	h of the followin	g
			ongly	Somewhat	Neither Agree		Strongly	Don't
	have in a start, that is and of data		gree □	Agree	Nor Disagree	Disagree	Disagree	Know
	housing stock that is out-of-date.							
	housing stock that suffers from blight sufficient regional construction workforce to							
	demand for new/renovated housing.							
Q28.	Some local government policies — such as uti — may make it more expensive to build new h your jurisdiction's policies or zoning requirem	ousing or to	renovate	existing hou	sing stock. To wh	nat extent do y	ou agree or disa	
	Strongly Somewhat	Neither Ag		Somewha		9-,	Oon't	
	Agree Agree	Nor Disag □	ree	Disagree		gree F	Cnow □	
Q29.	Some local governments have begun experime your jurisdiction attempted to reduce barriers reviews, inspections, etc.), reducing fees, or read Yes No Don't know Q30. (if you selected "yes" in Q29) Please briefl construction or renovation, and whether	to new const evising other y describe he	ruction o zoning co	r renovation ode requiren	by streamlining I nents? as attempted to re	ocal processe	s (e.g., permittir	ng, site

Q31.	31. Some people think the State government should take action to address various housing issues, while others disagree. Please indicate which of the following possible State actions, if any, you would support with regards to housing issues. (check all that apply) Encouraging private lenders to increase their project financing Increasing State funding for project gap financing loans or grants Leaving short-term rental regulation decisions to the discretion of local governments Expanding State affordable housing incentives to cover more income groups Authorizing local governments to adopt inclusionary zoning (i.e., requiring some new developments to designate a portion of units for low/moderate income households) Recruiting more developers and builders to Michigan Reinstating historic preservation tax credits Creating or expanding additional tax credits									
		Other (please specify)								
		None of the above								
		☐ Don't know								
	Some local gov times, etc.). So	we have a few questions about performance man vernments collect <u>internal</u> data that measure the me collect <u>external</u> data about other local gover	ir own operations (suc nments for comparing	h as tons of tras their performand	ce or costs against	that of other				
	units. Meanwhi data? (check al	ile, some local governments don't collect data in I that apply)	either of these ways.	What about your	jurisdiction? Do y	ou collect such				
		Yes, we collect internal data regarding our own Yes, we collect external data about other gove								
		No, we don't collect data about our own or other	er governments' opera	ntions	(skip to Q42)					
		Don't know			(skip to Q46)					
	PL	EASE NOTE: RESPONDENTS WHO ANSWERED	"NO" IN Q32 SHOULD	NOW SKIP AHE	AD TO QUESTION	<u>42</u>				
Q33.	Q33. (if you selected "use internal," or "use external" in Q32) Some local jurisdictions may not end up using the performance data they collect, and others may use data only occasionally on an ad hoc basis. Meanwhile, some jurisdictions use data in a systematic way as part of a formal program, for example, holding regular meetings where performance data are used to guide decision-making. Which of the following approaches best describes your jurisdiction's use of the performance data it collects?									
		We collect performance data, but don't use it i	n decision-making	(skip to Q42)						
	 We use some data on an ad hoc basis, but not systematically We use data as part of a formal, systematic program of performance management for a small number of our operations We use data as part of a formal, systematic program of performance management for a large number of our operations 									
	П	Don't know		(skip to Q46)						
	_			. ,/						
	PLEAS	SE NOTE: RESPONDENTS WHO ANSWERED "DO	ON'T USE" IN Q33 SHO	OULD NOW SKIP	AHEAD TO <u>QUEST</u>	ION 42				
Q34.		"use data" in Q33) Please identify the extent to w perations (or operations you contract out).	hich, overall, your juris	sdiction uses the	following types of	data regarding				
	Measures of i		Extensively	Somewhat	Not At All	Don't Know				
	(amount of	resources used, such as tons of road salt)								
	Measures of v	workload umber of fire runs, miles of roads plowed, etc.)								
		efficiency or unit cost ost per fire run, cost of								
	providing to	rash collection services per capita, etc.)								
	(quantifiabl	e results of a program, such as	_	_	_	_				
		n crime, increase in park attendance, etc.) citizen satisfaction								
	(citizen rati	ngs of programs, such as number of received or survey reports of satisfaction)	П		П					
	Measures on	contracted services (measures of inputs,		ш						
		etc., on services that your jurisdiction contracts out e firms, nonprofits, or other governments)								

Q41.	Strongly Agree □	Somewhat Agree □	Neither Agree Nor Disagree ☐	Disa	newhat agree □	Strongly Disagree		Don't Know	
041	Overall, do you aç	ree or disagree that perform	ance management a	ctivities are	worthwhile for	your jurisdict	ion?		
Ti no	he majority of your on-managerial emp								
	he majority of you	jurisdiction's Board/Council		Somewhat Support	Neither Suppor	Oppose	Strongly Oppose	Not Applicable	
Q40.	To the best of you guide decision-ma	r knowledge, to what extent o	do the following gro	ups support	or oppose you	ur jurisdiction	using perforn	nance data t	o
to Al Al	o manage the data bility to tie perforn bility to implement	your jurisdiction collects nance data to jurisdiction's go change in response to data asures on services that are c	findings \Box		[]]]			
A	bility to obtain extended bility to make sens	ernal data regarding other jur se of performance data te/useful technology	risdictions						
	·	ellect and use performance da	A Signific Proble ata		blem a Pro	luch of Not oblem	a Problem At All A	Not pplicable	Don't Know
Q39.	To what extent, if of performance da	any, would you say that the f	ollowing are proble	ms that your	jurisdiction ha	ns faced within	the last 12 m	onths in its	use
Q36.	Likely to Reduce Signific	Likely to	No Change Expected	Like Expand	ely to	Likely to Expand Signifi		Don't Know	ſ
020	_	on't know at your jurisdiction will either	aut back or arrand	ita naufauma		ant activities y	vithin the nev	t 10 mantha	•
Q07.	current scope of y	our jurisdiction's performan oo large ust right oo small	•		•		e decisions, v	rould you se	iy ilic
O37 '	Thinking about the	amount and types of data yo	our jurisdiction colle	icts and the v	wave it uses th	ne data to mak	e decisions v	vould vou sa	ov the
_	risdiction's Board nproving governme	Council ent accountability and transp	arency 🔲						
	uiding compensatinproving communi	on decisions for employees cation with your							
	lentifying cost savi nproving program								
G	uiding budgeting o	lecisions				ā			
	nproving managen		Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Applicable	Don't Know
O36	_	te the overall effectiveness o	of your jurisdiction's	use of perfe	rmanoo data f	or the followin	a nurnococ?		
		n external organization or co on't know	onsultant						
	_	taff whose sole job responsi legular staff who have other (lected officials	• •	•		ilities			
	Our performance	management activities <u>prima</u>	<u>ırily</u> involve (check	all that apply,)				
	,,	orting), which of the following	,	. , ,	p				

<u>PL</u>	EASE NOTE: RESPONDENT RESPONDENTS W	'S WHO ANSWERED "I YHO ANSWERED THAT						<u>ON 42</u>
Q42.	Even though your jurisdict will adopt new uses of per						your jurisdiction	on
	Very Likely □	Somewhat Likely □	Neither Likely Nor Unlikely	Somewhat Unlikely	Very Unlikel	Don't y Know □		
Q43.	Regardless of whether or r						ing, to what ex	ctent, if
			A Significa Problen		Not Much of a Problem	Not a Problem At All	Not Applicable	Don't Know
	costs required to collect and						Applicable	LIIOW
	Dedicating the necessary per Ability to obtain external data		dictions					
A	bility to make sense of perf	ormance data						
	Access to appropriate/useful to manage the data your juris		П	П	П	П	П	
A	bility to tie performance dat	ta to jurisdiction's goal					_ 💆	
	Ability to implement change Ability to collect measures or					Ш		
fı	rom other providers							
Q44.	In your opinion, would the f	ollowing groups support	ort or oppose your	•	· .	•	ion-making?	
			Strongly Support		er Support Some r Oppose Oppo	· · ·	Not Applicable	Don't Know
	he majority of your jurisdict			Ä				
Т	he majority of your jurisdict he majority of your jurisdict					Ц	Ш	
	on-managerial employees The majority of your jurisdict	rion's citizens	R	R				
	no majorny or your junouiou	1011 0 011120110	ы	Ь				Ш
Q45.	Overall, do you agree or di	sagree that performan	ce management a	ctivities would be	worthwhile for yo	our jurisdiction?		
	Strongly	Somewhat	Neither Agree	Somewha		ongly	Don't	
	Agree □	Agree □	Nor Disagree	Disagree □		agree □	Know □	
040						_	_	h
Q46.	Finally, we are interested in How would you characterize.	ze your jurisdiction?					somewhere in	between.
	☐ Rural	☐ Mostly Rura	I ☐ Mostly l	Jrban □ U	Irban	☐ Don't Know		
Q47.	CLOSUP will protect your p name and email address to sources. As with all of the	or tracking and adminis	strative purposes	only. Your persor	nal information wil			
	Your name		_	Today's da	ate/	/ 2017		
	Your email address							
We v	vould like to ask some demo aggregate form only so th				rvey, these are op	tional. Response	s will be repoi	rted in
Q48.	What is your gender?] Male			e highest degree			mpleted?
Q49.	In what year were you born	ı? 19		High s	ade or less/no diplo chool graduate or (college, no degree	GED 🗌 Master		o dograo
Q50.	How many years have you	served in your current	t position?		iate's degree		Sional/Doctorat	e degree
Q51.	Are you of Spanish, Hispan	nic, or Latino descent?	Yes No		speaking, do you		as a ?	
Q52	Please check one or more	categories below to in	dicate		lican] Democrat	
GUZ.	what race(s) you consider		all that apply)					
	☐ White☐ Black or African America	ın \Box	Asian Multiracial		can or Democrat) \ not very strong R			
	American Indian or Alask	kan Native	Other	☐ Very s			Don't know	
	Native Hawaiian or other	Pacific Islander	Don't know	O56 (if Indone	ndent or something	alsa) Wauld yay	oneider vour	ealf
				closer to.	?	,	-	
				☐ The D	emocratic Party	☐ The Republica	n Party 📙	Neither