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QUESTION 1

A rectangular container whose dimensions are 5 ft. by 7 ft. by 2 ft. is filled with objects that weigh 15 oz. per cubic foot each. What is the total weight of the filled container?

- A. 1050 square ounces
- B. 1050 ounces
- C. 1050 cubic feet
- D. 1050 feet

Correct Answer: B

QUESTION 2

	Junior	Senior	Total
Attending	36 <i>A</i>	31	67
Not Attending	22	45 <i>C</i>	67 <i>D</i>
Total	58 <i>B</i>	76	134

Referring to the attached results, what is the conditional probability of a student attending the game if they are a junior?

- A. 0.54
- B. 0.26
- C. 0.5
- D. 0.62

Correct Answer: D

QUESTION 3

Read the paragraph attached.

(1) School uniforms have a variety of benefits to the school environment. (2) First, they can help students focus more attention on their schoolwork rather than their fashion. (3) Today's students are one of the largest consumer groups in the nation and fashion is a statement students can make about themselves without saying a word. (4) Fashion is a multi-billion dollar a year industry. (5) Fashion reflects personality, but it also creates a sense of peer pressure. (6) Students who cannot afford to buy the latest fashion trends or who wear outdated clothes may be looked down upon or even bullied. (7) School uniforms help reduce the chances of cliques forming based on fashion as everyone is "equal" in their



appearance. You are assigned to write an essay defending the claim that school uniforms are beneficial to student learning. Which sentence in the attached paragraph should not be included?

- A. sentence 6
- B. sentence 5
- C. sentence 4
- D. sentence 3

Correct Answer: C

QUESTION 4

Read the text attached.

Workplace Diversity The twenty-first century workplace features much greater diversity than was common even a couple of generations ago. Individuals who might once have faced employment challenges because of religious beliefs, ability differences, or sexual orientation now regularly join their peers in interview pools and on the job. Each may bring a new outlook and different information to the table; employees can no longer take for granted that their coworkers think the same way they do. This pushes them to question their own assumptions, expand their understanding, and appreciate alternate viewpoints. The result is more creative ideas, approaches, and solutions. Thus, diversity may also enhance corporate decision-making.

Communicating with those who differ from us may require us to make an extra effort and even change our viewpoint, but it leads to better collaboration and more favorable outcomes overall, according to David Rock, director of the Neuro-Leadership Institute in New York City, who says diverse coworkers "challenge their own and others' thinking."² According to the Society for Human Resource Management (SHRM), organizational diversity now includes more than just racial, gender, and religious differences. It also encompasses different thinking styles and personality types, as well as other factors such as physical and cognitive abilities and sexual orientation, all of which influence the way people perceive the world. "Finding the right mix of individuals to work on teams, and creating the conditions in which they can excel, are key business goals for today's leaders, given that collaboration has become a paradigm of the twenty-first century workplace," according to an SHRM article.³

Attracting workers who are not all alike is an important first step in the process of achieving greater diversity. However, managers cannot stop there. Their goals must also encompass inclusion, or the engagement of all employees in the corporate culture. "The far bigger challenge is how people interact with each other once they're on the job," says Howard J. Ross, founder and chief learning officer at Cook Ross, a consulting firm specializing in diversity. "Diversity is being invited to the party; inclusion is being asked to dance. Diversity is about the ingredients, the mix of people and perspectives. Inclusion is about the container—the place that allows employees to feel they belong, to feel both accepted and different."⁴

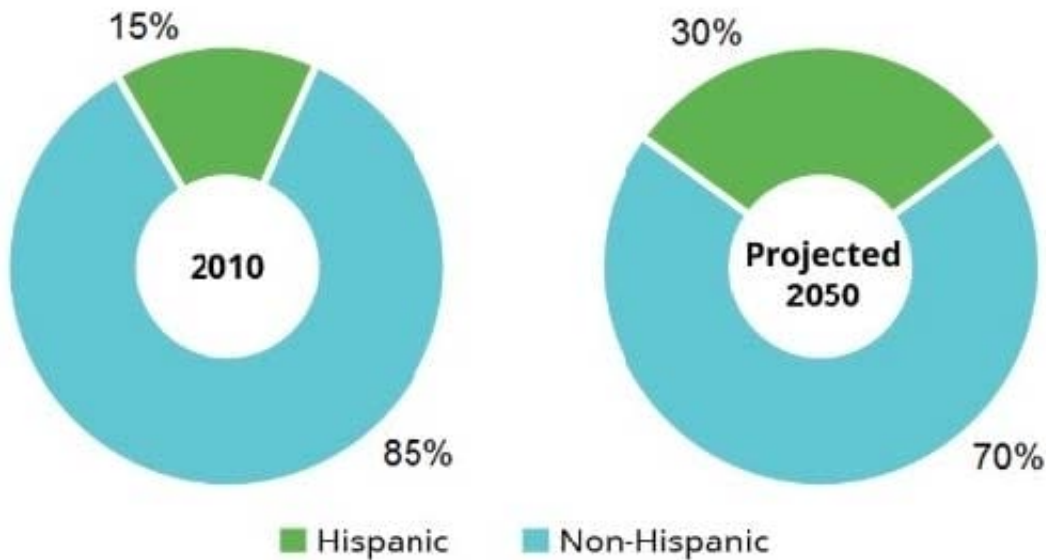
Workplace diversity is not a new policy idea; its origins date back to at least the passage of the Civil Rights Act of 1964 (CRA) or before. Census figures show that women made up less than 29 percent of the civilian workforce when Congress passed Title VII of the CRA prohibiting workplace discrimination. After passage of the law, gender diversity in the workplace expanded significantly. According to the U.S. Bureau of Labor Statistics (BLS), the percentage of women in the labor force increased from 48 percent in 1977 to a peak of 60 percent in 1999. Over the last five years, the percentage has held relatively steady at 57 percent. Over the past forty years, the total number of women in the labor force has risen from 41 million in 1977 to 71 million in 2017.⁵ The BLS projects that the number of women in the U.S. labor force will reach 92 million in 2050 (an increase that far outstrips population growth).

The statistical data show a similar trend for African American, Asian American, and Hispanic workers (Figure 8.2). Just before passage of the CRA in 1964, the percentages of minorities in the official on-the-books workforce were relatively small compared with their representation in the total population. In 1966, Asians accounted for just 0.5 percent of private-



sector employment, with Hispanics at 2.5 percent and African Americans at 8.2 percent. 6 However, Hispanic employment numbers have significantly increased since the CRA became law; they are expected to more than double from 15 percent in 2010 to 30 percent of the labor force in 2050. Similarly, Asian Americans are projected to increase their share from 5 to 8 percent between 2010 and 2050.

Workforce Makeup by Ethnicity, 2010 to 2050

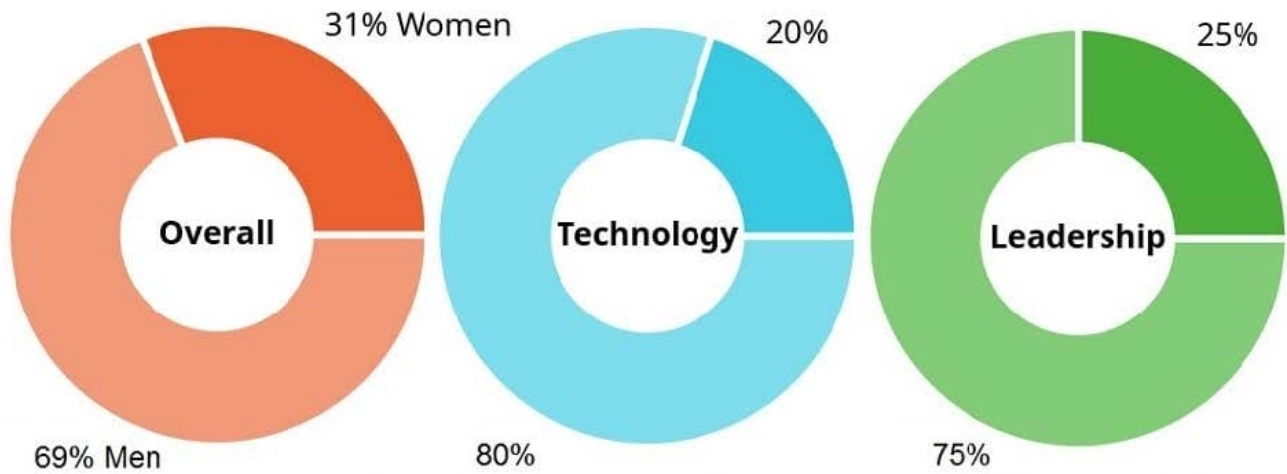


Source: Toossi, Mitra. "Projections of the Labor Force to 2050: A Visual Essay." *Monthly Labor Review*. Oct.2012. Data from U.S. Bureau of Labor Statistics.

Figure 8.2 There is a distinct contrast in workforce demographics between 2010 and projected numbers for 2050. (credit: attribution: Copyright Rice University, OpenStax, under CC BY 4.0 license) Much more progress remains to be made, however. For example, many people think of the technology sector as the workplace of open-minded millennials. Yet Google, as one example of a large and successful company, revealed in its latest diversity statistics that its progress toward a more inclusive workforce may be steady but it is very slow. Men still account for the great majority of employees at the corporation; only about 30 percent are women, and women fill fewer than 20 percent of Google's technical roles (Figure 8.3). The company has shown a similar lack of gender diversity in leadership roles, where women hold fewer than 25 percent of positions. Despite modest progress, an ocean-sized gap remains to be narrowed. When it comes to ethnicity, approximately 56 percent of Google employees are white. About 35 percent are Asian, 3.5 percent are Latino, and 2.4 percent are black, and of the company's management and leadership roles, 68 percent are held by whites.



Google Workforce by Gender



Source: Donnelly, Grace. "Google's 2017 Diversity Report Shows Progress Hiring Women, Little Changes for Minority Workers." Fortune. June 29, 2017

Figure 8.3

Google is emblematic of the technology sector, and this graphic shows just how far from equality and diversity the industry remains. (credit: attribution: Copyright Rice University, OpenStax, under CC BY 4.0 license)

Google is not alone in coming up short on diversity. Recruiting and hiring a diverse workforce has been a challenge for most major technology companies, including Facebook, Apple, and Yahoo (now owned by Verizon); all have reported gender and ethnic shortfalls in their workforces.

The Equal Employment Opportunity Commission (EEOC) has made available 2014 data comparing the participation of women and minorities in the high-technology sector with their participation in U.S. private-sector employment overall, and

the results show the technology sector still lags.⁸ Compared with all private-sector industries, the high-technology industry employs a larger share of whites (68.5%), Asian Americans (14%), and men (64%), and a smaller share of African

Americans (7.4%), Latinos (8%), and women (36%). Whites also represent a much higher share of those in the executive category (83.3%), whereas other groups hold a significantly lower share, including African Americans (2%), Latinos

(3.1%), and Asian Americans (10.6%). In addition, and perhaps not surprisingly, 80 percent of executives are men and only 20 percent are women. This compares negatively with all other private-sector industries, in which 70 percent of

executives are men and 30 percent women.

Technology companies are generally not trying to hide the problem. Many have been publicly releasing diversity statistics since 2014, and they have been vocal about their intentions to close diversity gaps. More than thirty technology

companies, including Intel, Spotify, Lyft, Airbnb, and Pinterest, each signed a written pledge to increase workforce diversity and inclusion, and Google pledged to spend more than \$100 million to address diversity issues.⁹

Diversity and inclusion are positive steps for business organizations, and despite their sometimes slow pace, the majority are moving in the right direction. Diversity strengthens the company's internal relationships with employees



and

improves employee morale, as well as its external relationships with customer groups. Communication, a core value of most successful businesses, becomes more effective with a diverse workforce. Performance improves for multiple

reasons, not the least of which is that acknowledging diversity and respecting differences is the ethical thing to do.

What is the best explanation of the impact the last sentence of the attached passage has on the overall tone of the text?

"Performance improves for multiple reasons, not the least of which is that acknowledging diversity and respecting

differences is the ethical thing to do."

- A. The reader is reminded that this goes beyond being nice or fair, but that diversity not only improves performance in the business but is a moral responsibility employers have as people.
- B. The reader is encouraged to apply for that job he or she didn't think they would get because they wouldn't fit in as employers are looking to increase their diversity.
- C. The reader is confused by the double-standard taking place; companies claim to value diversity but continue to hire a very narrow section of society.
- D. The reader is warned that if employers don't increase the diversity and inclusion within their workforce, performance will suffer and the company may fail.

Correct Answer: A

QUESTION 5

Read the passage attached.

"From early in their educational careers, students in the United States are encouraged to attend college and are indoctrinated with the idea that a college education will open an increased number of doors in their future and allow them access to higher paying jobs that will result in an increased quality of life. However, today's college graduates find themselves heading out to the workforce saddled with tremendous debt from student loans taken out to pay for that college dream. Many of them find that those high-paying jobs they were promised are difficult to find as new graduates and the salaries they earn as they start their careers are barely enough to make ends meet, never mind making meaningful headway in paying off their student loans. As the cost of college continues to rise, so too does the student loan debt looming over new graduates. The college dream becomes a repayment nightmare for far too many highly educated young people."

A student is writing an argumentative report about the rights of students to have free education through college. The attached passage is from a source she'd like to use. The student also wrote down some claims to use in her report. Which of these claims is best supported by the information in the attached source?

- A. One in three college graduates cannot find full-time employment upon graduation.
- B. Students have access to a variety of scholarship opportunities that may help alleviate some of the burden of borrowing money to pay for college expenses.
- C. The threat of skyrocketing debt may change some students' minds about the value of attending college.
- D. Tuition is only one of many expenses college students must pay for.

Correct Answer: C



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