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QUESTION 1

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

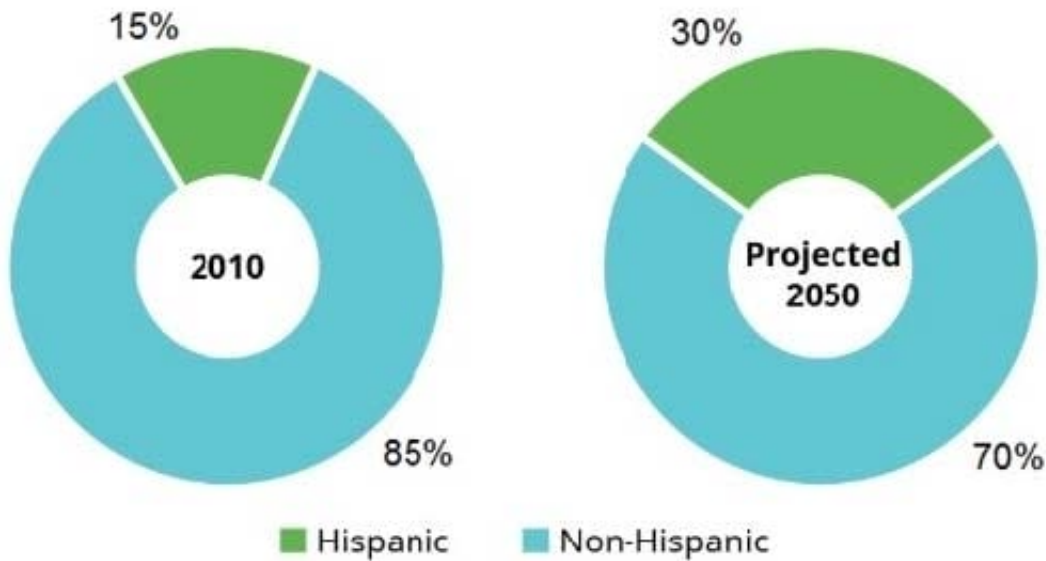
Attracting workers who are not all alike is an important first step in the process of achieving greater diversity. However, managers cannot stop there. Their goals must also encompass inclusion, or the engagement of all employees in the corporate culture. "The far bigger challenge is how people interact 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.



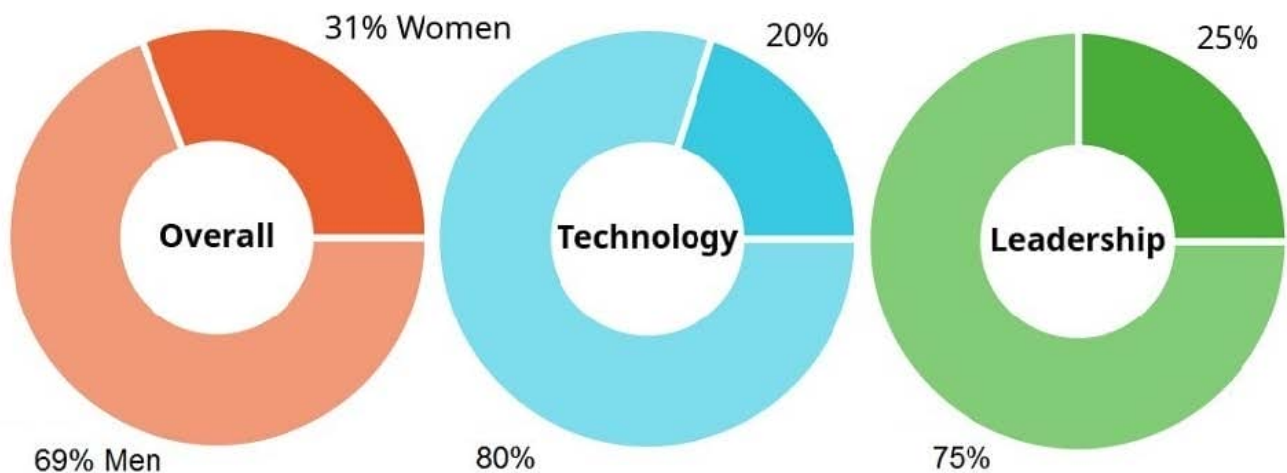
Workforce Makeup by Ethnicity, 2010 to 2050



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.

Which three statements are true, according to the two graphs in the attached text?

1.

In the Google workforce, men outnumber women in all categories presented.

2.

The percentage of Black workers is projected to increase by 3% between 2010 and 2050.

3.

In the Google workforce, there is greater diversity in Leadership roles than in Technology roles.



4.

The percentage of Asian workers is projected to decline between 2010 and 2050.

5.

The percentage of Hispanic workers is projected to double between 2010 and 2050.

6.

In the Google workforce, Caucasian women make up a majority of the female workforce.

A. 4, 5, and 6

B. 1, 3, and 5

C. 1, 2, and 3

D. 1, 4, and 6

Correct Answer: B

QUESTION 2

Read the paragraph attached.

Teeth Grinding Can Be A Real Headache

Did you know that if you suffer from nagging headaches ?including migraines, tension headaches and behind-the-eye pain ?your teeth could be the root of your problem? Involuntary and excessive clenching and grinding of the teeth (known in medical terms as bruxism) is a common condition, so prevalent that it affects 1 in 5 adults in the U.S. And this number continues to increase. It's probably no surprise to learn that bruxism can result in significant tooth wear and enamel erosion, leading to tooth surface sensitivity, chipped and fractured teeth, as well as a host of other dental issues that may require expensive treatment. But, what you may not realize is that over 90 percent of bruxism sufferers also experience headache pain caused by their teeth grinding. If you think about it, the link between teeth and jaw clenching, and headaches caused by teeth grinding, makes a lot of sense. Because the jaw is capable of exerting more than 250 pounds of force when clenching, this amount of force can crack a walnut. This extreme tooth-on-tooth force helps explain tooth wear caused by teeth grinding and may also lead to temporomandibular joint (TMJ) pain and potential TMJ issues from teeth grinding. The temporomandibular joints are flexible joints found on each side of your head in front of the ear. Responsible for all jaw movements including eating and talking, they are the most active joints in your body and thus endure a lot of wear and tear. They connect the lower jaw to the temporal bone of the skull. Excessive teeth clenching and grinding, which generally occurs during sleep, puts pressure on these joints and as a result can cause far-reaching pain in your temples, behind the eyes, in the back of your neck and through your cheeks and ears. The exact cause of bruxism is not known, but it is widely believed that stress is a primary trigger and once the stressful event has passed, the clenching and grinding usually subsides. However, the amount of damage and tooth wear caused by teeth grinding that can be done within a brief period can be significant. That is why it is so important that you seek treatment once you realize you are a teeth grinder, not only to stop your nagging headache pain, but also to prevent any further damage to your teeth. While there is no medication currently available to treat bruxism, dental experts recommend wearing a dental grind guard to protect the teeth from further damage and potentially help alleviate TMJ pain.

A student plans to use the attached passage as one source for his expository essay about possible sources of headaches. Which of these would be the best source of credible information he might look at to include in his research?

A. a research study from a pharmaceutical company looking for FDA approval for one of its new headache medications



- B. an interview with a neurologist about the increase of patients reporting headaches related to work and family stress
- C. a biology textbook explaining the anatomy of the brain
- D. an essay about early dentistry written by a paleontologist who found evidence of dental work in human skeletons over 3000 years old

Correct Answer: B

QUESTION 3

If $g(n)$ is an exponential growth function, which statements are true?

- a) $g(n) > g(n - 1)$
- b) As n approaches $+\infty$, $g(n)$ approaches zero.
- c) As n approaches $-\infty$, $g(n)$ approaches zero.
- d) The domain is all real numbers.
- e) $g(n)$ may become negative.

- A. a, c, d
- B. a, d
- C. a, c, d, e
- D. b, e

A. Option A

B. Option B

C. Option C

D. Option D

Correct Answer: A

QUESTION 4

Rachel is going to buy a coffee-maker for her apartment. After some research she found 5 different coffee-makers for these prices:

\$62.99 \$77.99 \$43.99 \$17.99 \$66.99

Her aunt advised her that spending about the median amount will be a good deal, while spending about the mean amount will just be average. After looking at the prices, she decided that average will be good enough.

Read the attached description of a purchase decision process. How much did Rachel save by spending closer to the mean than spending closer to the median?



- A. \$10.80
- B. \$8.20
- C. \$0 because it was the same unit
- D. \$19

Correct Answer: D

QUESTION 5

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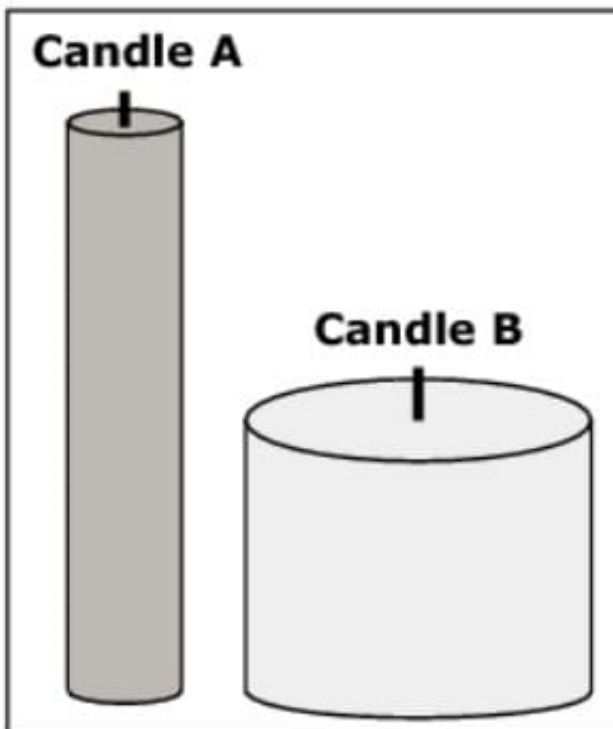
Case study

Lights, Candles, Action!

Your friend Abbie is making a movie. She is filming a fancy dinner scene and she has two types of candles on the table. She wants to determine how long the candles will last.

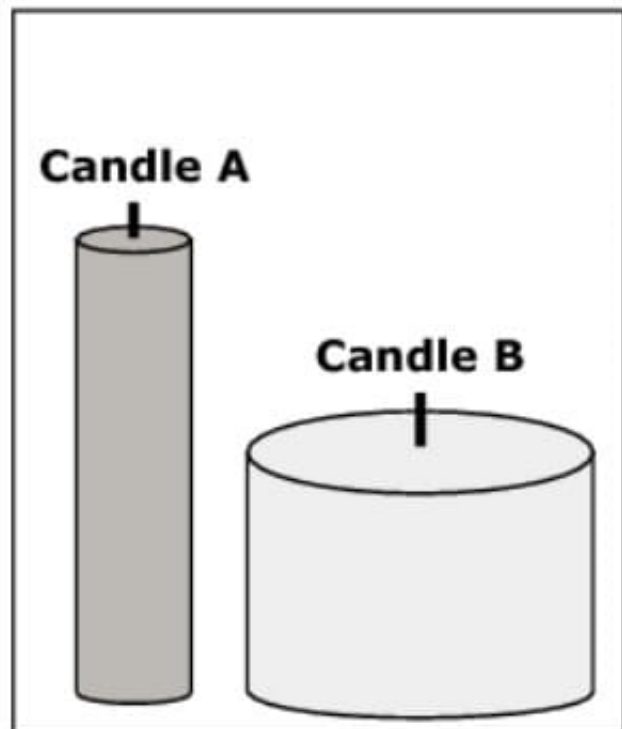
She takes a picture, lights the candles, and then lets them burn for 1 hour. She then takes a second picture. You can assume that each candle burns at its own constant rate.

First Picture:



Time = 0 hrs

Second Picture:



Time = 1 hr

Candle Type A initial height = 20 cm



Candle Type B initial height = 10 cm
Candle Type A height after burning for 1 hour = 16 cm
Candle Type B height after burning for 1 hour = 9 cm

You will use this information to help Abbie think about the candles she might use for her film.

For her next film, Abbie wants candles that will burn for exactly 8 hours. You want to give her a choice by designing two different candles (Type C and Type D).

Using the equation $h = k + nt$, determine two different pairs of values for k and n that will meet the requirement to burn down to a height of 0 cm in exactly 8 hours.

Complete the table to show two possible sets of values for k and n for your new candle designs.

	k	n
Candle Type C		
Candle Type D		

A.

See explanation below.

Correct Answer: A

2 points: The student creates values for k and n that result in Candle Type C and Candle Type D burning out in 8 hours.

1 point: The student creates values for k and n that result in Candle Type C or Candle Type D burning out in 8 hours.

0 points: All other responses.

Sample full-credit responses:

	k	n
Candle Type C	16	-2
Candle Type D	8	-1

	k	n
Candle Type C	12	-1.5
Candle Type D	24	-3



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