BCPS Staff Survey 2018

surveys

AdvancED®

surveys

BCPS Staff Survey 2018
run on 10/26/2018

Staff Survey for Schools
<div align="right">1 survey(s) 50 response(s)</div>

Report Filters

School:
N/A

Ethnicity:
N/A

Tag:
N/A

Gender:
N/A

Role:
N/A

Race:
N/A

Experience:
N/A

surveys

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Staff Survey for Schools

AdvancED Certified Content

Report Summary

Overall Score: 4.43

Network Average: 4.08

4.43

By Survey Section	Section Score | Network Average

Purpose and Direction: 4.44
Network Average: 4.22

4.44

Governance and Leadership: 4.47
Network Average: 4.12

4.47

Teaching and Assessing for Learning: 4.32
Network Average: 3.97

4.32

Resources and Support Systems: 4.29
Network Average: 4.08

4.29

Using Results for Continuous Improvement: 4.44
Network Average: 4.1

4.44

Staff Survey for Schools

1 survey(s) 50 response(s)
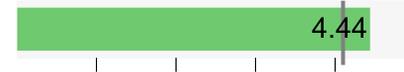
AdvancED Certified Content

Highest Scoring Items

C5: Our school has a continuous improvement process based on data, goals, actions, and measures for growth.

4.71

D4: Our school's leaders expect staff members to hold all students to high academic standards.

4.66

D3: Our school's leaders support an innovative and collaborative culture.

4.63

C1: Our school's purpose statement is clearly focused on student success.

4.61

D7: Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.

4.61

Staff Survey for Schools

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Lowest Scoring Items

F3: Our school provides sufficient material resources to meet student needs.

4.10

E3: All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.

4.23

F4: Our school provides protected instructional time.

4.23

E4: All teachers in our school use a variety of technologies as instructional resources.

4.28

F8: Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).

4.28

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Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male	3	6%
Female	46	94%

49 respondents

2. Race

Asian	1	2%
Black or African American	6	12%
White	35	70%
Two or more races	8	16%

50 respondents

3. Ethnicity

Hispanic	27	54%
Not Hispanic or Latino	23	46%

50 respondents

4. Role

Support Staff	7	14%
Teacher	33	66%
Other	10	20%
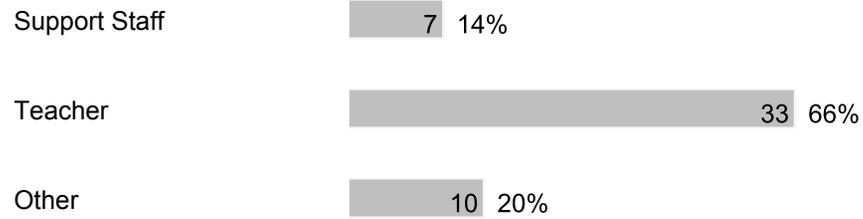
50 respondents

5. Experience

Less than 1 year	2	4%
1-3 years	10	20%
4-10 years	16	32%
11-20 years	13	26%
More than 20 years	9	18%

50 respondents

Staff Survey for Schools
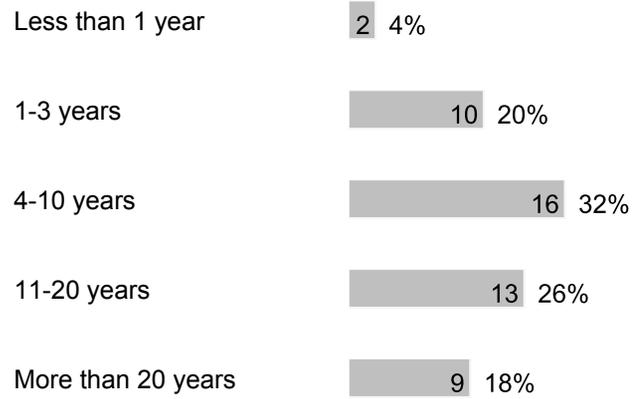
AdvancED Certified Content

C. Purpose and Direction

Section score: 4.44 Network average: 4.22

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	**4**	**3**	**2**	**1**	
Number of Responses						
Percentage of Total Responses						
1. Our school's purpose statement is clearly focused on student success.	28	17	3	0	0	0
	58%	35%	6%	0%	0%	0%
48 respondents						
2. Our school's purpose statement is formally reviewed and revised with involvement from stakeholders.	21	22	5	0	0	0
	44%	46%	10%	0%	0%	0%
48 respondents						
3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.	22	21	5	0	0	0
	46%	44%	10%	0%	0%	0%
48 respondents						
4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.	25	17	6	0	0	0
	52%	35%	13%	0%	0%	0%
48 respondents						

5. Our school has a continuous improvement process based on data, goals, actions, and measures for growth.

32	13	3	0	0	0
67%	27%	6%	0%	0%	0%

48 respondents

D. Governance and Leadership

Section score: 4.47 Network average: 4.12

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	**4**	**3**	**2**	**1**	
	Number of Responses					
	Percentage of Total Responses					
1. Our school's governing body or school board complies with all policies, procedures, laws, and regulations. 48 respondents	23 48%	22 46%	2 4%	0 0%	0 0%	1 2%
2. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership. 48 respondents	19 40%	22 46%	5 10%	0 0%	0 0%	2 4%
3. Our school's leaders support an innovative and collaborative culture. 48 respondents	32 67%	9 19%	7 15%	0 0%	0 0%	0 0%
4. Our school's leaders expect staff members to hold all students to high academic standards. 48 respondents	29 60%	18 38%	0 0%	0 0%	0 0%	1 2%
5. Our school's leaders hold themselves accountable for student learning. 48 respondents	26 54%	17 35%	4 8%	0 0%	0 0%	1 2%
6. Our school's leaders hold all staff members accountable for student learning. 48 respondents	26 54%	15 31%	6 13%	0 0%	0 0%	1 2%
7. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	33	9	2	3	0	1

69%	**19%**	**4%**	**6%**	**0%**	**2%**

48 respondents

8. Our school's leaders ensure all staff members use supervisory feedback to improve student learning.

25	**19**	**3**	**0**	**0**	**1**
52%	**40%**	**6%**	**0%**	**0%**	**2%**

48 respondents

9. Our school's leaders engage effectively with all stakeholders about the school's purpose and direction.

27	**12**	**5**	**2**	**0**	**2**
56%	**25%**	**10%**	**4%**	**0%**	**4%**

48 respondents

10. Our school's leaders provide opportunities for stakeholders to be involved in the school.

27	**15**	**3**	**1**	**0**	**2**
56%	**31%**	**6%**	**2%**	**0%**	**4%**

48 respondents

E. Teaching and Assessing for Learning

Section score: 4.32 Network average: 3.97

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	**4**	**3**	**2**	**1**	
	Number of Responses					
	Percentage of Total Responses					
1. All teachers in our school monitor and adjust curriculum, instruction, and assessment based on data from student assessments and examination of professional practice.	**21**	**18**	**4**	**0**	**0**	**3**
	46%	**39%**	**9%**	**0%**	**0%**	**7%**
46 respondents						
2. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	**19**	**21**	**2**	**1**	**0**	**3**
	41%	**46%**	**4%**	**2%**	**0%**	**7%**
46 respondents						
3. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.	**18**	**18**	**5**	**2**	**0**	**3**
	39%	**39%**	**11%**	**4%**	**0%**	**7%**
46 respondents						
4. All teachers in our school use a variety of technologies as instructional resources.	**19**	**18**	**5**	**0**	**1**	**3**
	41%	**39%**	**11%**	**0%**	**2%**	**7%**
46 respondents						
5. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	**20**	**19**	**4**	**0**	**0**	**3**
	43%	**41%**	**9%**	**0%**	**0%**	**7%**
46 respondents						
6. All teachers in our school provide students with specific and timely feedback about their learning.	**18**	**23**	**2**	**0**	**0**	**3**
	39%	**50%**	**4%**	**0%**	**0%**	**7%**
46 respondents						

7. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	**19**	**20**	**3**	**0**	**0**	**4**
	41%	**43%**	**7%**	**0%**	**0%**	**9%**
46 respondents						

8. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.	**21**	**18**	**4**	**0**	**0**	**3**
	46%	**39%**	**9%**	**0%**	**0%**	**7%**
46 respondents						

9. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	**23**	**14**	**5**	**1**	**0**	**3**
	50%	**30%**	**11%**	**2%**	**0%**	**7%**
46 respondents						

10. All teachers in our school have been trained to implement a formal process that promotes discussion about student learning (e.g., action research, examination of student work, reflection, study teams, and peer coaching).	**19**	**19**	**4**	**1**	**0**	**3**
	41%	**41%**	**9%**	**2%**	**0%**	**7%**
46 respondents						

11. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	**18**	**22**	**3**	**1**	**0**	**2**
	39%	**48%**	**7%**	**2%**	**0%**	**4%**
46 respondents						

12. In our school, related learning support services are provided for all students based on their needs.	**21**	**18**	**4**	**1**	**0**	**2**
	46%	**39%**	**9%**	**2%**	**0%**	**4%**
46 respondents						

13. In our school, a formal structure exists so that each student is well known by at least one adult advocate in the school who supports that student's educational experience.	**21**	**16**	**5**	**1**	**0**	**3**
	46%	**35%**	**11%**	**2%**	**0%**	**7%**
46 respondents						

14. In our school, all staff members use student data to address the unique learning needs of all students.	**23**	**16**	**3**	**1**	**0**	**3**
	50%	**35%**	**7%**	**2%**	**0%**	**7%**
46 respondents						

15. In our school, staff members provide peer coaching to teachers.	**19**	**20**	**3**	**2**	**0**	**2**
	41%	**43%**	**7%**	**4%**	**0%**	**4%**
46 respondents						

16. In our school, a formal process is in place to support new staff members in their professional practice.	**19**	**19**	**2**	**4**	**1**	**1**

41%	**41%**	**4%**	**9%**	**2%**	**2%**

46 respondents

17. In our school, all staff members participate in continuous professional learning based on identified needs of the school.

23	**16**	**5**	**1**	**0**	**1**
50%	**35%**	**11%**	**2%**	**0%**	**2%**

46 respondents

18. In our school, a professional learning program is designed to build capacity among all professional and support staff members.

20	**18**	**3**	**4**	**0**	**1**
43%	**39%**	**7%**	**9%**	**0%**	**2%**

46 respondents

19. In our school, all school personnel regularly engage families in their children's learning progress.

20	**20**	**4**	**0**	**0**	**2**
43%	**43%**	**9%**	**0%**	**0%**	**4%**

46 respondents

20. In our school, all stakeholders are informed of policies, processes, and procedures related to grading and reporting.

19	**19**	**2**	**2**	**0**	**4**
41%	**41%**	**4%**	**4%**	**0%**	**9%**

46 respondents

F. Resources and Support Systems

Section score: 4.29 Network average: 4.08

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	**4**	**3**	**2**	**1**	
	Number of Responses					
	Percentage of Total Responses					
1. Our school provides qualified staff members to support student learning.	22	22	2	0	0	0
	48%	48%	4%	0%	0%	0%
46 respondents						
2. Our school provides instructional time and resources to support our school's goals and priorities.	22	16	5	2	0	1
	48%	35%	11%	4%	0%	2%
46 respondents						
3. Our school provides sufficient material resources to meet student needs.	17	19	6	4	0	0
	37%	41%	13%	9%	0%	0%
46 respondents						
4. Our school provides protected instructional time.	19	17	4	4	0	2
	41%	37%	9%	9%	0%	4%
46 respondents						
5. Our school provides a variety of information resources to support student learning.	20	20	4	0	0	2
	43%	43%	9%	0%	0%	4%
46 respondents						
6. Our school provides a plan for the acquisition and support of technology to support student learning.	19	21	4	0	0	2
	41%	46%	9%	0%	0%	4%
46 respondents						

7. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	**16**	**21**	**5**	**0**	**0**	**4**
	35%	**46%**	**11%**	**0%**	**0%**	**9%**
46 respondents						

8. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	**20**	**17**	**8**	**1**	**0**	**0**
	43%	**37%**	**17%**	**2%**	**0%**	**0%**
46 respondents						

9. Our school provides opportunities for students to participate in activities that interest them.	**20**	**17**	**8**	**0**	**0**	**1**
	43%	**37%**	**17%**	**0%**	**0%**	**2%**
46 respondents						

10. Our school maintains facilities that support student learning.	**22**	**23**	**1**	**0**	**0**	**0**
	48%	**50%**	**2%**	**0%**	**0%**	**0%**
46 respondents						

11. Our school maintains facilities that contribute to a safe environment.	**21**	**20**	**4**	**1**	**0**	**0**
	46%	**43%**	**9%**	**2%**	**0%**	**0%**
46 respondents						

G. Using Results for Continuous Improvement

Section score: 4.44 Network average: 4.1

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	**4**	**3**	**2**	**1**	
	Number of Responses					
	Percentage of Total Responses					

1. Our school uses multiple assessment measures to determine student learning and school performance.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	24	20	1	0	0	0
	53%	44%	2%	0%	0%	0%

45 respondents

2. Our school employs consistent assessment measures across classrooms and courses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	24	16	4	0	0	1
	53%	36%	9%	0%	0%	2%

45 respondents

3. Our school has a systematic process for collecting, analyzing, and using data.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	24	15	4	0	0	2
	53%	33%	9%	0%	0%	4%

45 respondents

4. Our school ensures all staff members are trained in the evaluation, interpretation, and use of data.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	16	22	5	1	0	1
	36%	49%	11%	2%	0%	2%

45 respondents

5. Our school uses data to monitor student readiness and success at the next level.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	23	19	2	0	0	1
	51%	42%	4%	0%	0%	2%

45 respondents

6. Our school leaders monitor data related to student achievement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	24	18	2	0	0	1
	53%	40%	4%	0%	0%	2%

45 respondents

7. Our school leaders monitor data related to school continuous improvement goals.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	24	18	2	0	0	1

53%   **40%**   **4%**   **0%**   **0%**   **2%**

45 respondents

H. Open-Ended Questions

1. What do you like best about our school?

2. What do you like least about our school?

3. What is one suggestion you would like to offer to improve our school?