BCPS Staff Survey 2018

run on 04/18/2019

surveys

AdvancED®

surveys

BCPS Staff Survey 2018
run on 04/18/2019

Staff Survey for Schools

<div align="right">1 survey(s) 165 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

BCPS Staff Survey 2018
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Staff Survey for Schools

AdvancED Certified Content

Report Summary

Overall Score: 3.72

Network Average: 4.08

3.72

By Survey Section

Section Score | Network Average

Purpose and Direction: 3.78
Network Average: 4.22

3.78

Governance and Leadership: 3.7
Network Average: 4.12

3.70

Teaching and Assessing for Learning: 3.62
Network Average: 3.97

3.62

Resources and Support Systems: 3.71
Network Average: 4.08

3.71

Using Results for Continuous Improvement: 3.72
Network Average: 4.1

3.72

Staff Survey for Schools | 1 survey(s) 165 response(s)

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Highest Scoring Items

F9: Our school provides opportunities for students to participate in activities that interest them.

3.95

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

3.91

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

3.88

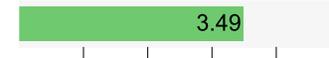**D4:** Our school's leaders expect staff members to hold all students to high academic standards.

3.86

C4: Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.

3.86

Staff Survey for Schools   1 survey(s)   165 response(s)

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Lowest Scoring Items

E8: All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.
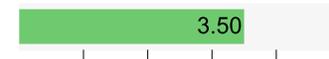
| 3.49 |

E14: In our school, all staff members use student data to address the unique learning needs of all students.

| 3.49 |

F11: Our school maintains facilities that contribute to a safe environment.

| 3.49 |

E6: All teachers in our school provide students with specific and timely feedback about their learning.

| 3.50 |

E15: In our school, staff members provide peer coaching to teachers.

| 3.55 |

Staff Survey for Schools   1 survey(s) 165 response(s)

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Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male   61 37%

Female   102 63%

163 respondents

2. Race

American Indian or Alaska
Native   1%

Asian   3 2%

Black or African American   62 38%

White   78 48%

Two or more races   19 12%

163 respondents

3. Ethnicity

Hispanic   38 23%

Not Hispanic or Latino 124 77%

162 respondents

4. Role

Support Staff 19 12%

Teacher 85 52%

Administrator 1%

Other 60 36%

165 respondents

5. Experience

Less than 1 year 17 10%

1-3 years 27 16%

4-10 years 35 21%

11-20 years 51 31%

More than 20 years 35 21%

165 respondents

Staff Survey for Schools

1 survey(s) 165 response(s)

AdvancED Certified Content

C. Purpose and Direction

Section score: 3.78 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.	**50**	**58**	**33**	**6**	**9**	**1**
	32%	**37%**	**21%**	**4%**	**6%**	**1%**
157 respondents						
2. Our school's purpose statement is formally reviewed and revised with involvement from stakeholders.	**35**	**53**	**47**	**7**	**9**	**6**
	22%	**34%**	**30%**	**4%**	**6%**	**4%**
157 respondents						
3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.	**37**	**70**	**33**	**7**	**8**	**2**
	24%	**45%**	**21%**	**4%**	**5%**	**1%**
157 respondents						
4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.	**39**	**67**	**35**	**7**	**7**	**2**
	25%	**43%**	**22%**	**4%**	**4%**	**1%**
157 respondents						

47	**63**	**24**	**12**	**9**	**2**

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

30%	**40%**	**15%**	**8%**	**6%**	**1%**

157 respondents

D. Governance and Leadership

Section score: 3.7 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.	35	61	30	11	11	4
	23%	40%	20%	7%	7%	3%
152 respondents						
2. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership.	29	65	40	8	8	2
	19%	43%	26%	5%	5%	1%
152 respondents						
3. Our school's leaders support an innovative and collaborative culture.	38	64	30	10	7	3
	25%	42%	20%	7%	5%	2%
152 respondents						
4. Our school's leaders expect staff members to hold all students to high academic standards.	43	61	27	11	7	3
	28%	40%	18%	7%	5%	2%
152 respondents						
5. Our school's leaders hold themselves accountable for student learning.	30	66	29	16	8	3
	20%	43%	19%	11%	5%	2%
152 respondents						
6. Our school's leaders hold all staff members accountable for student learning.	38	61	30	11	10	2
	25%	40%	20%	7%	7%	1%
152 respondents						
7. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	32	70	31	7	10	2

21%	46%	20%	5%	7%	1%

152 respondents

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

28	64	33	14	8	5
18%	42%	22%	9%	5%	3%

152 respondents

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

32	61	34	12	8	5
21%	40%	22%	8%	5%	3%

152 respondents

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

35	64	29	8	7	9
23%	42%	19%	5%	5%	6%

152 respondents

E. Teaching and Assessing for Learning

Section score: 3.62 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.	**30**	**59**	**34**	**12**	**9**	**2**
	21%	**40%**	**23%**	**8%**	**6%**	**1%**
146 respondents						
2. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	**26**	**55**	**40**	**12**	**11**	**2**
	18%	**38%**	**27%**	**8%**	**8%**	**1%**
146 respondents						
3. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.	**27**	**60**	**38**	**11**	**7**	**3**
	18%	**41%**	**26%**	**8%**	**5%**	**2%**
146 respondents						
4. All teachers in our school use a variety of technologies as instructional resources.	**27**	**61**	**39**	**7**	**8**	**4**
	18%	**42%**	**27%**	**5%**	**5%**	**3%**
146 respondents						
5. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	**24**	**68**	**39**	**4**	**7**	**4**
	16%	**47%**	**27%**	**3%**	**5%**	**3%**
146 respondents						
6. All teachers in our school provide students with specific and timely feedback about their learning.	**22**	**53**	**45**	**12**	**11**	**3**
	15%	**36%**	**31%**	**8%**	**8%**	**2%**
146 respondents						

7. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	**22**	**64**	**38**	**11**	**8**	**3**
	15%	**44%**	**26%**	**8%**	**5%**	**2%**
146 respondents						

8. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.	**22**	**56**	**43**	**14**	**8**	**3**
	15%	**38%**	**29%**	**10%**	**5%**	**2%**
146 respondents						

9. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	**30**	**59**	**39**	**7**	**5**	**6**
	21%	**40%**	**27%**	**5%**	**3%**	**4%**
146 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).	**25**	**60**	**45**	**6**	**6**	**4**
	17%	**41%**	**31%**	**4%**	**4%**	**3%**
146 respondents						

11. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	**26**	**63**	**39**	**10**	**7**	**1**
	18%	**43%**	**27%**	**7%**	**5%**	**1%**
146 respondents						

12. In our school, related learning support services are provided for all students based on their needs.	**32**	**61**	**33**	**12**	**6**	**2**
	22%	**42%**	**23%**	**8%**	**4%**	**1%**
146 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.	**26**	**63**	**32**	**14**	**8**	**3**
	18%	**43%**	**22%**	**10%**	**5%**	**2%**
146 respondents						

14. In our school, all staff members use student data to address the unique learning needs of all students.	**22**	**57**	**40**	**16**	**8**	**3**
	15%	**39%**	**27%**	**11%**	**5%**	**2%**
146 respondents						

15. In our school, staff members provide peer coaching to teachers.	**26**	**55**	**43**	**12**	**7**	**3**
	18%	**38%**	**29%**	**8%**	**5%**	**2%**
146 respondents						

16. In our school, a formal process is in place to support new staff members in their professional practice.	**32**	**65**	**35**	**6**	**5**	**3**

22%	**45%**	**24%**	**4%**	**3%**	**2%**

146 respondents

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

32	**59**	**38**	**10**	**4**	**3**
22%	**40%**	**26%**	**7%**	**3%**	**2%**

146 respondents

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

30	**58**	**45**	**3**	**7**	**3**
21%	**40%**	**31%**	**2%**	**5%**	**2%**

146 respondents

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

23	**55**	**44**	**11**	**8**	**5**
16%	**38%**	**30%**	**8%**	**5%**	**3%**

146 respondents

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

29	**55**	**42**	**6**	**6**	**8**
20%	**38%**	**29%**	**4%**	**4%**	**5%**

146 respondents

F. Resources and Support Systems

Section score: 3.71 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.	32	63	30	8	10	3
	22%	43%	21%	5%	7%	2%
146 respondents						
2. Our school provides instructional time and resources to support our school's goals and priorities.	30	69	31	6	7	3
	21%	47%	21%	4%	5%	2%
146 respondents						
3. Our school provides sufficient material resources to meet student needs.	28	56	38	13	8	3
	19%	38%	26%	9%	5%	2%
146 respondents						
4. Our school provides protected instructional time.	29	65	31	11	7	3
	20%	45%	21%	8%	5%	2%
146 respondents						
5. Our school provides a variety of information resources to support student learning.	32	67	29	8	7	3
	22%	46%	20%	5%	5%	2%
146 respondents						
6. Our school provides a plan for the acquisition and support of technology to support student learning.	32	63	32	10	6	3
	22%	43%	22%	7%	4%	2%
146 respondents						

7. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	**33**	**58**	**39**	**8**	**5**	**3**
	23%	**40%**	**27%**	**5%**	**3%**	**2%**
146 respondents						

8. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	**38**	**61**	**26**	**9**	**9**	**3**
	26%	**42%**	**18%**	**6%**	**6%**	**2%**
146 respondents						

9. Our school provides opportunities for students to participate in activities that interest them.	**43**	**65**	**24**	**6**	**4**	**4**
	29%	**45%**	**16%**	**4%**	**3%**	**3%**
146 respondents						

10. Our school maintains facilities that support student learning.	**29**	**69**	**28**	**8**	**9**	**3**
	20%	**47%**	**19%**	**5%**	**6%**	**2%**
146 respondents						

11. Our school maintains facilities that contribute to a safe environment.	**23**	**58**	**36**	**14**	**12**	**3**
	16%	**40%**	**25%**	**10%**	**8%**	**2%**
146 respondents						

G. Using Results for Continuous Improvement

Section score: 3.72 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. 145 respondents	29 20%	70 48%	28 19%	4 3%	8 6%	6 4%
2. Our school employs consistent assessment measures across classrooms and courses. 145 respondents	25 17%	60 41%	34 23%	10 7%	9 6%	7 5%
3. Our school has a systematic process for collecting, analyzing, and using data. 145 respondents	31 21%	61 42%	34 23%	8 6%	6 4%	5 3%
4. Our school ensures all staff members are trained in the evaluation, interpretation, and use of data. 145 respondents	26 18%	61 42%	34 23%	11 8%	6 4%	7 5%
5. Our school uses data to monitor student readiness and success at the next level. 145 respondents	26 18%	78 54%	23 16%	5 3%	9 6%	4 3%
6. Our school leaders monitor data related to student achievement. 145 respondents	30 21%	68 47%	30 21%	8 6%	4 3%	5 3%
7. Our school leaders monitor data related to school continuous improvement goals.	29	67	30	8	6	5

20%   **46%**   **21%**   **6%**   **4%**   **3%**

145 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?