BCPS Staff Survey 2018

run on 10/17/2018

surveys

AdvancED®

Staff Survey for Schools   1 survey(s) 54 response(s)

Report Filters

School:
N/A

Ethnicity:
N/A

Tag:
N/A

Gender:
N/A

Role:
N/A

Race:
N/A

Experience:
N/A

surveys

BCPS Staff Survey 2018
run on 10/17/2018
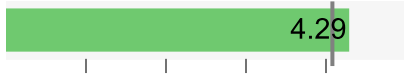
Staff Survey for Schools

AdvancED Certified Content

Report Summary

Overall Score: 4.29

Network Average: 4.08

4.29

By Survey Section	Section Score | Network Average
Purpose and Direction: 4.52 Network Average: 4.22	4.52
Governance and Leadership: 4.46 Network Average: 4.12	4.46
Teaching and Assessing for Learning: 4.21 Network Average: 3.97	4.21
Resources and Support Systems: 4.24 Network Average: 4.08	4.24
Using Results for Continuous Improvement: 4.31 Network Average: 4.1	4.31
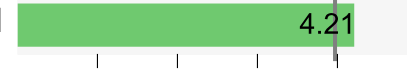
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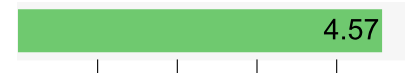
Highest Scoring Items

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

4.65

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

4.59

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

4.57

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

4.53

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

4.51

Staff Survey for Schools   1 survey(s) 54 response(s)

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Lowest Scoring Items

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

3.94

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

4.00

E10: 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).

4.06

E16: In our school, a formal process is in place to support new staff members in their professional practice.

4.06

E18: In our school, a professional learning program is designed to build capacity among all professional and support staff members.

4.08

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Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male	6 11%
Female	48 89%

54 respondents

2. Race

American Indian or Alaska Native	1 2%
Black or African American	23 43%
White	25 46%
Two or more races	5 9%

54 respondents

3. Ethnicity

Hispanic	11 20%
Not Hispanic or Latino	43 80%

4. Role

Role	Count	Percent
Support Staff	10	19%
Teacher	38	70%
Other	6	11%
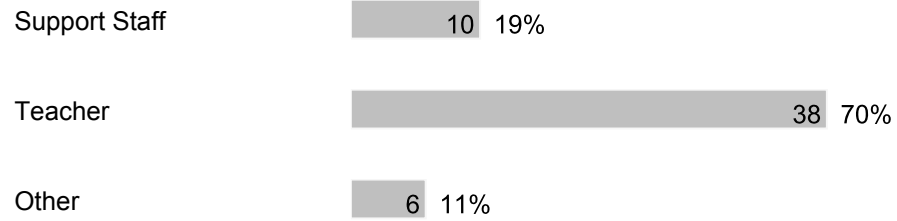
54 respondents

5. Experience

Experience	Count	Percent
Less than 1 year	3	6%
1-3 years	12	22%
4-10 years	14	26%
11-20 years	14	26%
More than 20 years	11	20%

54 respondents

Staff Survey for Schools

1 survey(s) 54 response(s)
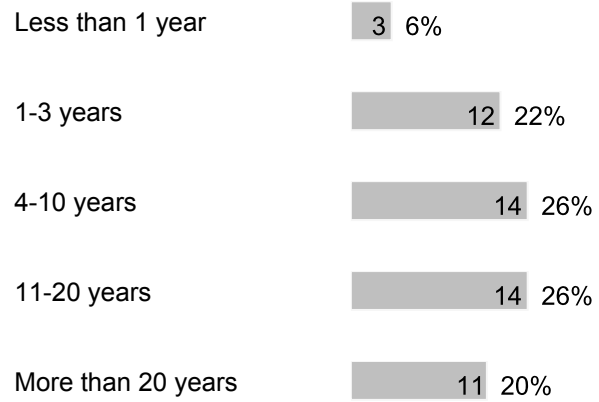
AdvancED Certified Content

C. Purpose and Direction

Section score: 4.52 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.

	36	**16**	**1**	**0**	**0**	**0**
	68%	**30%**	**2%**	**0%**	**0%**	**0%**

53 respondents

2. Our school's purpose statement is formally reviewed and revised with involvement from stakeholders.

	22	**24**	**5**	**0**	**0**	**2**
	42%	**45%**	**9%**	**0%**	**0%**	**4%**

53 respondents

3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.

	27	**22**	**3**	**0**	**0**	**1**
	51%	**42%**	**6%**	**0%**	**0%**	**2%**

53 respondents

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

	28	**24**	**1**	**0**	**0**	**0**
	53%	**45%**	**2%**	**0%**	**0%**	**0%**

53 respondents

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

32	21	0	0	0	0
60%	40%	0%	0%	0%	0%

53 respondents

D. Governance and Leadership

Section score: 4.46 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.	27	23	3	0	0	0
	51%	43%	6%	0%	0%	0%
53 respondents						
2. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership.	25	24	4	0	0	0
	47%	45%	8%	0%	0%	0%
53 respondents						
3. Our school's leaders support an innovative and collaborative culture.	27	24	2	0	0	0
	51%	45%	4%	0%	0%	0%
53 respondents						
4. Our school's leaders expect staff members to hold all students to high academic standards.	32	20	1	0	0	0
	60%	38%	2%	0%	0%	0%
53 respondents						
5. Our school's leaders hold themselves accountable for student learning.	28	21	3	1	0	0
	53%	40%	6%	2%	0%	0%
53 respondents						
6. Our school's leaders hold all staff members accountable for student learning.	27	23	2	1	0	0
	51%	43%	4%	2%	0%	0%
53 respondents						
7. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	29	23	1	0	0	0

55%	**43%**	**2%**	**0%**	**0%**	**0%**
53 respondents					

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

25	**26**	**2**	**0**	**0**	**0**
47%	**49%**	**4%**	**0%**	**0%**	**0%**
53 respondents					

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

25	**25**	**3**	**0**	**0**	**0**
47%	**47%**	**6%**	**0%**	**0%**	**0%**
53 respondents					

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

26	**24**	**3**	**0**	**0**	**0**
49%	**45%**	**6%**	**0%**	**0%**	**0%**
53 respondents					

E. Teaching and Assessing for Learning

Section score: 4.21 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.	24	22	6	1	0	0
	45%	42%	11%	2%	0%	0%
53 respondents						
2. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	19	29	4	1	0	0
	36%	55%	8%	2%	0%	0%
53 respondents						
3. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.	18	29	5	1	0	0
	34%	55%	9%	2%	0%	0%
53 respondents						
4. All teachers in our school use a variety of technologies as instructional resources.	22	25	5	1	0	0
	42%	47%	9%	2%	0%	0%
53 respondents						
5. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	18	30	4	1	0	0
	34%	57%	8%	2%	0%	0%
53 respondents						
6. All teachers in our school provide students with specific and timely feedback about their learning.	15	33	5	0	0	0
	28%	62%	9%	0%	0%	0%
53 respondents						

Question						
7. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	**19**	**27**	**7**	**0**	**0**	**0**
	36%	**51%**	**13%**	**0%**	**0%**	**0%**
53 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**	**24**	**6**	**1**	**0**	**0**
	42%	**45%**	**11%**	**2%**	**0%**	**0%**
53 respondents						
9. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	**24**	**26**	**2**	**0**	**1**	**0**
	45%	**49%**	**4%**	**0%**	**2%**	**0%**
53 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).	**14**	**32**	**6**	**0**	**1**	**0**
	26%	**60%**	**11%**	**0%**	**2%**	**0%**
53 respondents						
11. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	**22**	**28**	**3**	**0**	**0**	**0**
	42%	**53%**	**6%**	**0%**	**0%**	**0%**
53 respondents						
12. In our school, related learning support services are provided for all students based on their needs.	**20**	**28**	**2**	**3**	**0**	**0**
	38%	**53%**	**4%**	**6%**	**0%**	**0%**
53 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.	**16**	**31**	**4**	**2**	**0**	**0**
	30%	**58%**	**8%**	**4%**	**0%**	**0%**
53 respondents						
14. In our school, all staff members use student data to address the unique learning needs of all students.	**21**	**27**	**3**	**2**	**0**	**0**
	40%	**51%**	**6%**	**4%**	**0%**	**0%**
53 respondents						
15. In our school, staff members provide peer coaching to teachers.	**17**	**24**	**10**	**1**	**1**	**0**
	32%	**45%**	**19%**	**2%**	**2%**	**0%**
53 respondents						
16. In our school, a formal process is in place to support new staff members in their professional practice.	**17**	**23**	**11**	**1**	**1**	**0**

32%	**43%**	**21%**	**2%**	**2%**	**0%**

53 respondents

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

18	**30**	**4**	**0**	**1**	**0**
34%	**57%**	**8%**	**0%**	**2%**	**0%**

53 respondents

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

17	**26**	**9**	**1**	**0**	**0**
32%	**49%**	**17%**	**2%**	**0%**	**0%**

53 respondents

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

16	**31**	**6**	**0**	**0**	**0**
30%	**58%**	**11%**	**0%**	**0%**	**0%**

53 respondents

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

22	**25**	**5**	**1**	**0**	**0**
42%	**47%**	**9%**	**2%**	**0%**	**0%**

53 respondents

F. Resources and Support Systems

Section score: 4.24 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. 53 respondents	27 51%	23 43%	2 4%	1 2%	0 0%	0 0%
2. Our school provides instructional time and resources to support our school's goals and priorities. 53 respondents	24 45%	25 47%	3 6%	0 0%	1 2%	0 0%
3. Our school provides sufficient material resources to meet student needs. 53 respondents	24 45%	21 40%	6 11%	2 4%	0 0%	0 0%
4. Our school provides protected instructional time. 53 respondents	23 43%	23 43%	4 8%	2 4%	1 2%	0 0%
5. Our school provides a variety of information resources to support student learning. 53 respondents	24 45%	27 51%	2 4%	0 0%	0 0%	0 0%
6. Our school provides a plan for the acquisition and support of technology to support student learning. 53 respondents	19 36%	22 42%	11 21%	1 2%	0 0%	0 0%

7. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	**19**	**23**	**11**	**0**	**0**	**0**
	36%	**43%**	**21%**	**0%**	**0%**	**0%**
53 respondents						
8. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	**15**	**22**	**14**	**2**	**0**	**0**
	28%	**42%**	**26%**	**4%**	**0%**	**0%**
53 respondents						
9. Our school provides opportunities for students to participate in activities that interest them.	**23**	**20**	**7**	**3**	**0**	**0**
	43%	**38%**	**13%**	**6%**	**0%**	**0%**
53 respondents						
10. Our school maintains facilities that support student learning.	**23**	**26**	**4**	**0**	**0**	**0**
	43%	**49%**	**8%**	**0%**	**0%**	**0%**
53 respondents						
11. Our school maintains facilities that contribute to a safe environment.	**25**	**19**	**5**	**4**	**0**	**0**
	47%	**36%**	**9%**	**8%**	**0%**	**0%**
53 respondents						

G. Using Results for Continuous Improvement

Section score: 4.31 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
	23	**27**	**3**	**0**	**0**	**0**
	43%	**51%**	**6%**	**0%**	**0%**	**0%**

53 respondents

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	22	**25**	**5**	**1**	**0**	**0**
	42%	**47%**	**9%**	**2%**	**0%**	**0%**

53 respondents

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	20	**25**	**8**	**0**	**0**	**0**
	38%	**47%**	**15%**	**0%**	**0%**	**0%**

53 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
	17	**25**	**9**	**2**	**0**	**0**
	32%	**47%**	**17%**	**4%**	**0%**	**0%**

53 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
	20	**26**	**5**	**1**	**0**	**1**
	38%	**49%**	**9%**	**2%**	**0%**	**2%**

53 respondents

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	27	**23**	**3**	**0**	**0**	**0**
	51%	**43%**	**6%**	**0%**	**0%**	**0%**

53 respondents

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	28	**21**	**3**	**0**	**0**	**1**

53%   **40%**   **6%**   **0%**   **0%**   **2%**

53 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?