

BCPS Staff Survey 2018

run on 10/12/2018



surveys





Report Filters

School:

N/A

Ethnicity:

N/A

Tag:

N/A

Gender:

N/A

Role:

N/A

Race:

N/A

Experience:

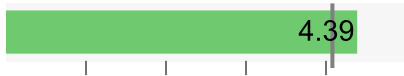
N/A

AdvancED Certified Content

Report Summary

Overall Score: 4.39

Network Average: 4.08



By Survey Section

Section Score | Network Average

Purpose and Direction: 4.48

Network Average: 4.22



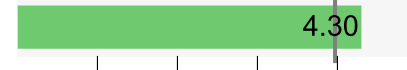
Governance and Leadership: 4.41

Network Average: 4.12



Teaching and Assessing for Learning: 4.3

Network Average: 3.97



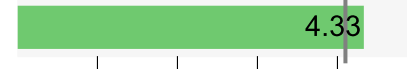
Resources and Support Systems: 4.42

Network Average: 4.08



Using Results for Continuous Improvement: 4.33

Network Average: 4.1





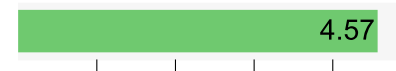
AdvancED Certified Content

Highest Scoring Items

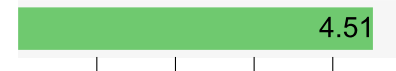
C1: Our school's purpose statement is clearly focused on student success.



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



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



F1: Our school provides qualified staff members to support student learning.



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



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Lowest Scoring Items

E19: In our school, all school personnel regularly engage families in their children's learning progress.



G4: Our school ensures all staff members are trained in the evaluation, interpretation, and use of data.



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).



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



G2: Our school employs consistent assessment measures across classrooms and courses.





AdvancedED Certified Content

Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male	76	27%
Female	204	73%

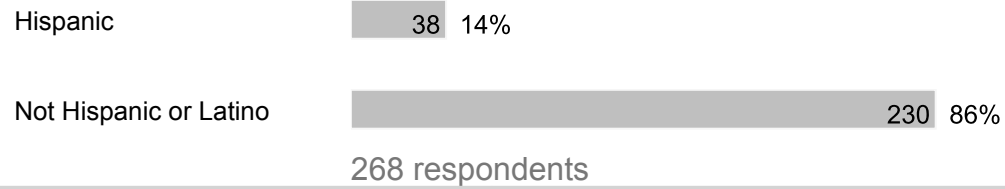
280 respondents

2. Race

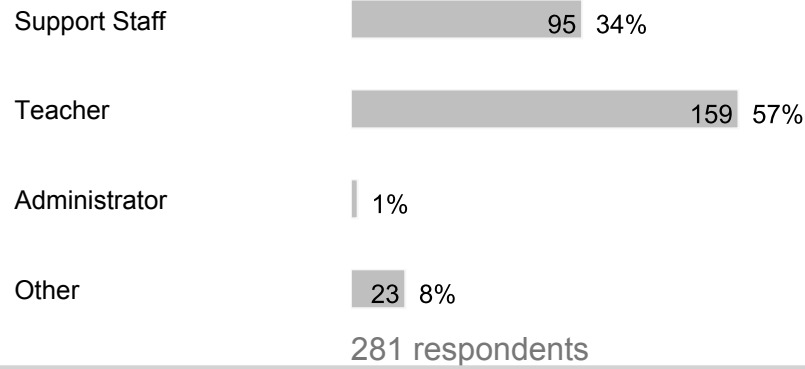
American Indian or Alaska Native	0	0%
Asian	7	3%
Black or African American	47	17%
Native Hawaiian or Other Pacific Islander	0	0%
White	186	69%
Two or more races	29	11%

271 respondents

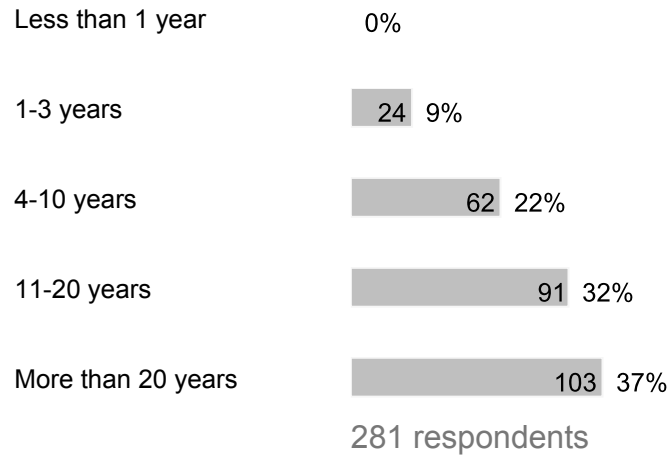
3. Ethnicity



4. Role



5. Experience



AdvancED Certified Content

C. Purpose and Direction

Section score: 4.48 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.	175	73	5	4	1	0
	68%	28%	2%	2%	0%	0%
	258 respondents					
2. Our school's purpose statement is formally reviewed and revised with involvement from stakeholders.	133	82	27	4	3	9
	52%	32%	10%	2%	1%	3%
	258 respondents					
3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.	142	89	17	4	2	4
	55%	34%	7%	2%	1%	2%
	258 respondents					
4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.	152	85	16	2	1	2
	59%	33%	6%	1%	0%	1%
	258 respondents					

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

157	75	17	6	2	1
61%	29%	7%	2%	1%	0%
258 respondents					

D. Governance and Leadership

Section score: 4.41 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.	146	77	14	5	2	1
	60%	31%	6%	2%	1%	0%
	245 respondents					
2. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership.	123	84	30	3	2	3
	50%	34%	12%	1%	1%	1%
	245 respondents					
3. Our school's leaders support an innovative and collaborative culture.	146	73	17	4	4	1
	60%	30%	7%	2%	2%	0%
	245 respondents					
4. Our school's leaders expect staff members to hold all students to high academic standards.	158	69	14	1	1	2
	64%	28%	6%	0%	0%	1%
	245 respondents					
5. Our school's leaders hold themselves accountable for student learning.	134	72	31	4	2	2
	55%	29%	13%	2%	1%	1%
	245 respondents					
6. Our school's leaders hold all staff members accountable for student learning.	128	83	29	1	1	3
	52%	34%	12%	0%	0%	1%
	245 respondents					
7. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	137	80	21	3	3	1

	56%	33%	9%	1%	1%	0%
	245 respondents					
8. Our school's leaders ensure all staff members use supervisory feedback to improve student learning.	126	86	24	4	2	3
	51%	35%	10%	2%	1%	1%
	245 respondents					
9. Our school's leaders engage effectively with all stakeholders about the school's purpose and direction.	128	81	26	3	3	4
	52%	33%	11%	1%	1%	2%
	245 respondents					
10. Our school's leaders provide opportunities for stakeholders to be involved in the school.	125	78	32	2	3	5
	51%	32%	13%	1%	1%	2%
	245 respondents					

E. Teaching and Assessing for Learning

Section score: 4.3 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.	103	83	27	4	1	10
	45%	36%	12%	2%	0%	4%
	228 respondents					
2. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	99	92	21	6	1	9
	43%	40%	9%	3%	0%	4%
	228 respondents					
3. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.	106	89	21	2	1	9
	46%	39%	9%	1%	0%	4%
	228 respondents					
4. All teachers in our school use a variety of technologies as instructional resources.	119	80	19	2	1	7
	52%	35%	8%	1%	0%	3%
	228 respondents					
5. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	108	85	20	3	1	11
	47%	37%	9%	1%	0%	5%
	228 respondents					
6. All teachers in our school provide students with specific and timely feedback about their learning.	96	91	25	6	1	9
	42%	40%	11%	3%	0%	4%
	228 respondents					

7. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	95	92	27	4	1	9
	42%	40%	12%	2%	0%	4%
228 respondents						
8. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.	105	77	27	6	1	12
	46%	34%	12%	3%	0%	5%
228 respondents						
9. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	116	75	24	2	2	9
	51%	33%	11%	1%	1%	4%
228 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).	100	80	33	6	1	8
	44%	35%	14%	3%	0%	4%
228 respondents						
11. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	119	84	16	4	1	4
	52%	37%	7%	2%	0%	2%
228 respondents						
12. In our school, related learning support services are provided for all students based on their needs.	120	88	13	2	2	3
	53%	39%	6%	1%	1%	1%
228 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.	108	82	27	3	1	7
	47%	36%	12%	1%	0%	3%
228 respondents						
14. In our school, all staff members use student data to address the unique learning needs of all students.	105	82	25	8	1	7
	46%	36%	11%	4%	0%	3%
228 respondents						
15. In our school, staff members provide peer coaching to teachers.	101	76	34	5	3	9
	44%	33%	15%	2%	1%	4%
228 respondents						
16. In our school, a formal process is in place to support new staff members in their professional practice.	104	89	23	5	3	4

	46%	39%	10%	2%	1%	2%
	228 respondents					
17. In our school, all staff members participate in continuous professional learning based on identified needs of the school.	116	81	21	2	4	4
	51%	36%	9%	1%	2%	2%
	228 respondents					
18. In our school, a professional learning program is designed to build capacity among all professional and support staff members.	110	80	24	6	4	4
	48%	35%	11%	3%	2%	2%
	228 respondents					
19. In our school, all school personnel regularly engage families in their children's learning progress.	79	74	47	9	1	18
	35%	32%	21%	4%	0%	8%
	228 respondents					
20. In our school, all stakeholders are informed of policies, processes, and procedures related to grading and reporting.	109	72	33	2	2	10
	48%	32%	14%	1%	1%	4%
	228 respondents					

F. Resources and Support Systems

Section score: 4.42 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.	127	80	12	3	2	0
	57%	36%	5%	1%	1%	0%
	224 respondents					
2. Our school provides instructional time and resources to support our school's goals and priorities.	124	82	11	3	2	2
	55%	37%	5%	1%	1%	1%
	224 respondents					
3. Our school provides sufficient material resources to meet student needs.	122	77	16	6	1	2
	54%	34%	7%	3%	0%	1%
	224 respondents					
4. Our school provides protected instructional time.	113	81	21	2	2	5
	50%	36%	9%	1%	1%	2%
	224 respondents					
5. Our school provides a variety of information resources to support student learning.	121	87	10	2	1	3
	54%	39%	4%	1%	0%	1%
	224 respondents					
6. Our school provides a plan for the acquisition and support of technology to support student learning.	119	80	15	6	1	3
	53%	36%	7%	3%	0%	1%
	224 respondents					

7. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	119	79	18	5	1	2
	53%	35%	8%	2%	0%	1%
	224 respondents					
8. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	131	72	16	2	2	1
	58%	32%	7%	1%	1%	0%
	224 respondents					
9. Our school provides opportunities for students to participate in activities that interest them.	114	80	19	3	2	6
	51%	36%	8%	1%	1%	3%
	224 respondents					
10. Our school maintains facilities that support student learning.	125	82	10	5	1	1
	56%	37%	4%	2%	0%	0%
	224 respondents					
11. Our school maintains facilities that contribute to a safe environment.	118	70	23	11	2	0
	53%	31%	10%	5%	1%	0%
	224 respondents					

G. Using Results for Continuous Improvement

Section score: 4.33 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.	105	84	21	3	2	7
	47%	38%	9%	1%	1%	3%
	222 respondents					
2. Our school employs consistent assessment measures across classrooms and courses.	95	90	24	4	2	7
	43%	41%	11%	2%	1%	3%
	222 respondents					
3. Our school has a systematic process for collecting, analyzing, and using data.	100	89	22	3	2	6
	45%	40%	10%	1%	1%	3%
	222 respondents					
4. Our school ensures all staff members are trained in the evaluation, interpretation, and use of data.	99	79	30	8	2	4
	45%	36%	14%	4%	1%	2%
	222 respondents					
5. Our school uses data to monitor student readiness and success at the next level.	109	82	21	4	2	4
	49%	37%	9%	2%	1%	2%
	222 respondents					
6. Our school leaders monitor data related to student achievement.	117	82	16	1	2	4
	53%	37%	7%	0%	1%	2%
	222 respondents					
7. Our school leaders monitor data related to school continuous improvement goals.	112	85	17	2	2	4

50%
222 respondents

38%

8%

1%

1%

2%

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?