BCPS Staff Survey 2018

run on 11/06/2018

surveys

AdvancED®

BCPS Staff Survey 2018

run on 11/06/2018

Staff Survey for Schools

1 survey(s) 112 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

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BCPS Staff Survey 2018

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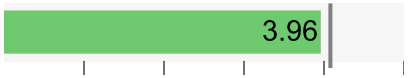
AdvancED Certified Content

Report Summary

Overall Score: 3.96

Network Average: 4.08



By Survey Section

Section Score | Network Average

Purpose and Direction: 3.93
Network Average: 4.22

Governance and Leadership: 3.92
Network Average: 4.12

Teaching and Assessing for Learning: 3.97
Network Average: 3.97

Resources and Support Systems: 3.97
Network Average: 4.08

Using Results for Continuous Improvement: 3.98
Network Average: 4.1

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Highest Scoring Items

E9: All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.

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

D6: Our school's leaders hold all staff members accountable for student learning.

F6: Our school provides a plan for the acquisition and support of technology to support student learning.

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

E17: In our school, all staff members participate in continuous professional learning based on identified needs of the school.

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Lowest Scoring Items

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

C2: Our school's purpose statement is formally reviewed and revised with involvement from stakeholders.

E13: 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.

D9: Our school's leaders engage effectively with all stakeholders about the school‘s purpose and direction.

D5: Our school's leaders hold themselves accountable for student learning.

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Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male	42	38%
Female	69	62%

111 respondents

2. Race

Asian	2	2%
Black or African American	61	56%
Native Hawaiian or Other Pacific Islander		1%
White	27	25%
Two or more races	18	17%

109 respondents

3. Ethnicity

Hispanic	17	16%

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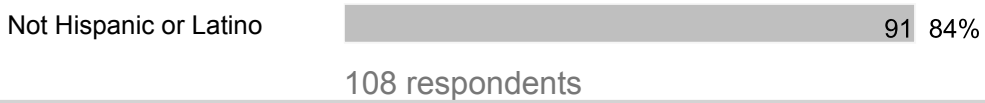
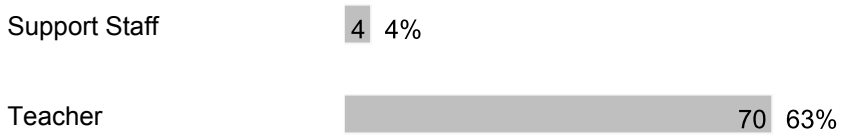


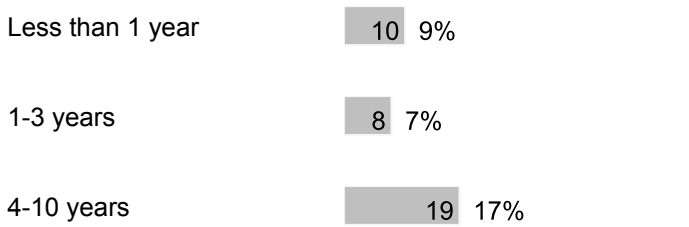
108 respondents

4. Role



112 respondents

5. Experience



112 respondents

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C. Purpose and Direction

Section score: 3.93 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.	31	62	14	0	2	1
	28%	56%	13%	0%	2%	1%
	110 respondents					
2. Our school's purpose statement is formally reviewed and revised with involvement from stakeholders.	23	55	21	7	3	1
	21%	50%	19%	6%	3%	1%
	110 respondents					
3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.	24	58	18	5	4	1
	22%	53%	16%	5%	4%	1%
	110 respondents					
4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.	32	53	16	6	2	1
	29%	48%	15%	5%	2%	1%
	110 respondents					

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5. Our school has a continuous improvement process based on data, goals, actions, and measures for growth.	**29**	**58**	**11**	**7**	**4**	**1**
	26%	**53%**	**10%**	**6%**	**4%**	**1%**

110 respondents

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D. Governance and Leadership

Section score: 3.92 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	51	23	4	3	1
	25%	47%	21%	4%	3%	1%
	109 respondents					
2. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership.	26	59	17	3	3	1
	24%	54%	16%	3%	3%	1%
	109 respondents					
3. Our school's leaders support an innovative and collaborative culture.	26	57	16	6	3	1
	24%	52%	15%	6%	3%	1%
	109 respondents					
4. Our school's leaders expect staff members to hold all students to high academic standards.	30	54	16	6	2	1
	28%	50%	15%	6%	2%	1%
	109 respondents					
5. Our school's leaders hold themselves accountable for student learning.	27	51	20	4	6	1
	25%	47%	18%	4%	6%	1%
	109 respondents					
6. Our school's leaders hold all staff members accountable for student learning.	34	53	16	3	2	1
	31%	49%	15%	3%	2%	1%
	109 respondents					
7. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	26	57	20	3	2	1

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	24%	**52%**	**18%**	**3%**	**2%**	**1%**
	109 respondents					
8. Our school's leaders ensure all staff members use supervisory feedback to improve student learning.	**27**	**56**	**19**	**4**	**2**	**1**
	25%	**51%**	**17%**	**4%**	**2%**	**1%**
	109 respondents					
9. Our school's leaders engage effectively with all stakeholders about the school‘s purpose and direction.	**24**	**52**	**25**	**3**	**4**	**1**
	22%	**48%**	**23%**	**3%**	**4%**	**1%**
	109 respondents					
10. Our school's leaders provide opportunities for stakeholders to be involved in the school.	**29**	**51**	**23**	**1**	**4**	**1**
	27%	**47%**	**21%**	**1%**	**4%**	**1%**
	109 respondents					

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E. Teaching and Assessing for Learning

Section score: 3.97 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	50	22	3	2	1
	28%	46%	20%	3%	2%	1%
	108 respondents					
2. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	33	46	19	6	2	2
	31%	43%	18%	6%	2%	2%
	108 respondents					
3. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.	33	47	18	6	2	2
	31%	44%	17%	6%	2%	2%
	108 respondents					
4. All teachers in our school use a variety of technologies as instructional resources.	36	45	22	1	2	2
	33%	42%	20%	1%	2%	2%
	108 respondents					
5. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	34	47	19	4	2	2
	31%	44%	18%	4%	2%	2%
	108 respondents					
6. All teachers in our school provide students with specific and timely feedback about their learning.	25	53	23	3	2	2
	23%	49%	21%	3%	2%	2%
	108 respondents					

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7. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.	**26**	**53**	**21**	**4**	**2**	**2**
	24%	**49%**	**19%**	**4%**	**2%**	**2%**
	108 respondents					
8. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.	**34**	**50**	**15**	**5**	**2**	**2**
	31%	**46%**	**14%**	**5%**	**2%**	**2%**
	108 respondents					
9. All teachers in our school participate in collaborative learning communities that meet both informally and formally across grade levels and content areas.	**35**	**52**	**16**	**1**	**2**	**2**
	32%	**48%**	**15%**	**1%**	**2%**	**2%**
	108 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).	**33**	**44**	**23**	**4**	**2**	**2**
	31%	**41%**	**21%**	**4%**	**2%**	**2%**
	108 respondents					
11. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.	**29**	**55**	**17**	**4**	**2**	**1**
	27%	**51%**	**16%**	**4%**	**2%**	**1%**
	108 respondents					
12. In our school, related learning support services are provided for all students based on their needs.	**31**	**48**	**20**	**5**	**3**	**1**
	29%	**44%**	**19%**	**5%**	**3%**	**1%**
	108 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.	**27**	**47**	**23**	**7**	**3**	**1**
	25%	**44%**	**21%**	**6%**	**3%**	**1%**
	108 respondents					
14. In our school, all staff members use student data to address the unique learning needs of all students.	**30**	**49**	**20**	**6**	**2**	**1**
	28%	**45%**	**19%**	**6%**	**2%**	**1%**
	108 respondents					
15. In our school, staff members provide peer coaching to teachers.	**31**	**51**	**18**	**5**	**2**	**1**
	29%	**47%**	**17%**	**5%**	**2%**	**1%**
	108 respondents					
16. In our school, a formal process is in place to support new staff members in their professional practice.	**32**	**49**	**19**	**5**	**2**	**1**

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	30%	**45%**	**18%**	**5%**	**2%**	**1%**
	108 respondents					
17. In our school, all staff members participate in continuous professional learning based on identified needs of the school.	**31**	**55**	**18**	**1**	**2**	**1**
	29%	**51%**	**17%**	**1%**	**2%**	**1%**
	108 respondents					
18. In our school, a professional learning program is designed to build capacity among all professional and support staff members.	**28**	**57**	**16**	**3**	**2**	**2**
	26%	**53%**	**15%**	**3%**	**2%**	**2%**
	108 respondents					
19. In our school, all school personnel regularly engage families in their children's learning progress.	**24**	**52**	**23**	**5**	**2**	**2**
	22%	**48%**	**21%**	**5%**	**2%**	**2%**
	108 respondents					
20. In our school, all stakeholders are informed of policies, processes, and procedures related to grading and reporting.	**23**	**64**	**17**	**0**	**2**	**2**
	21%	**59%**	**16%**	**0%**	**2%**	**2%**
	108 respondents					

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F. Resources and Support Systems

Section score: 3.97 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.	35	48	17	3	3	1
	33%	45%	16%	3%	3%	1%
	107 respondents					
2. Our school provides instructional time and resources to support our school's goals and priorities.	33	53	14	3	3	1
	31%	50%	13%	3%	3%	1%
	107 respondents					
3. Our school provides sufficient material resources to meet student needs.	32	37	24	8	5	1
	30%	35%	22%	7%	5%	1%
	107 respondents					
4. Our school provides protected instructional time.	28	53	18	4	3	1
	26%	50%	17%	4%	3%	1%
	107 respondents					
5. Our school provides a variety of information resources to support student learning.	30	55	16	3	2	1
	28%	51%	15%	3%	2%	1%
	107 respondents					
6. Our school provides a plan for the acquisition and support of technology to support student learning.	29	58	17	0	2	1
	27%	54%	16%	0%	2%	1%
	107 respondents					

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7. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.	**26**	**58**	**20**	**0**	**2**	**1**
	24%	**54%**	**19%**	**0%**	**2%**	**1%**
	107 respondents					
8. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).	**35**	**47**	**15**	**6**	**3**	**1**
	33%	**44%**	**14%**	**6%**	**3%**	**1%**
	107 respondents					
9. Our school provides opportunities for students to participate in activities that interest them.	**31**	**55**	**16**	**2**	**2**	**1**
	29%	**51%**	**15%**	**2%**	**2%**	**1%**
	107 respondents					
10. Our school maintains facilities that support student learning.	**24**	**56**	**18**	**5**	**3**	**1**
	22%	**52%**	**17%**	**5%**	**3%**	**1%**
	107 respondents					
11. Our school maintains facilities that contribute to a safe environment.	**27**	**52**	**19**	**4**	**4**	**1**
	25%	**49%**	**18%**	**4%**	**4%**	**1%**
	107 respondents					

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G. Using Results for Continuous Improvement

Section score: 3.98 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.	27	60	14	3	2	1
	25%	56%	13%	3%	2%	1%
	107 respondents					
2. Our school employs consistent assessment measures across classrooms and courses.	29	56	16	3	2	1
	27%	52%	15%	3%	2%	1%
	107 respondents					
3. Our school has a systematic process for collecting, analyzing, and using data.	28	59	14	2	3	1
	26%	55%	13%	2%	3%	1%
	107 respondents					
4. Our school ensures all staff members are trained in the evaluation, interpretation, and use of data.	28	49	23	4	2	1
	26%	46%	21%	4%	2%	1%
	107 respondents					
5. Our school uses data to monitor student readiness and success at the next level.	27	55	20	2	2	1
	25%	51%	19%	2%	2%	1%
	107 respondents					
6. Our school leaders monitor data related to student achievement.	30	52	19	1	4	1
	28%	49%	18%	1%	4%	1%
	107 respondents					
7. Our school leaders monitor data related to school continuous improvement goals.	29	55	17	2	3	1

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27%	**51%**	**16%**	**2%**	**3%**	**1%**

107 respondents

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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?

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