

Report on the Baltimore County Public Schools 2018 Stakeholder Survey



Division of Research, Accountability, and Assessment

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Report on the Baltimore County Public Schools 2018 Stakeholder Survey

Executive Summary

The Baltimore County Public Schools (BCPS) Stakeholder Survey polls all facets of Team BCPS and focuses on the four goal areas of the BCPS five-year strategic plan, *Blueprint 2.0: Our Way Forward*. Several survey items correspond directly to *Blueprint 2.0* performance measures. The survey contributes vital information to the evaluation and improvement of key activities that drive student and organizational performance and are used in school progress planning and department and office performance scorecard development.

Summary of Results

Participation

- Overall, the survey received a total of 90,217 responses across all stakeholder groups.
- This was the first year that Grade 3 students were invited to participate in the survey.
- Student participation in the survey was strong, particularly in elementary schools where 96% of students responded to the survey.
- There were 1,073 survey responses in translated languages from students, parents, and community members. Over 75% of these translated responses were in Spanish.
- Parent participation was assessed using a metric that provides the number of parent responses per 100 enrolled students. Overall, parent participation was low; only 10 parents submitted a survey response for every 100 students enrolled in the system.

Domains of Student Perception

- Rigorous statistical analyses of student responses were used to identify three broad domains of student perception: Academic Aspirations, Belonging, and Student Support.
- On the Academic Aspirations domain, student respondents across all levels had, on average, high levels of agreement that they feel engaged, academically prepared, understand the importance of academics, and have high expectations for academic performance.
- On the Belonging domain, elementary student respondents agreed, on average, that peer relationships and interactions are characterized by mutual respect and that their school environment is safe and welcoming; however, secondary students had levels of agreement that were lower and more varied for this domain.
- On the Student Support domain, student respondents across all levels agreed, on average, that interactions between students and teachers are characterized by trust, care, and respect. This also points to positive two-way communication between teachers and students.

Selected Survey Items across Stakeholders

Academics

- Student, parent, school-based staff, and central office staff respondents had high levels of agreement with a number of survey items that related to:
 - BCPS students being prepared for college and career opportunities
 - Access to technology increasing personalized learning opportunities for students
- Parent and school-based staff respondents also agreed at high levels that making learning personalized for students helps teachers meet the academic needs of all students.

Safety and Security

- Elementary school respondents feel safer at school by a meaningful margin compared to middle and high school students.
- Adult respondents had high perceptions of safety that mirrored those of elementary students.
- Student respondents perceive bullying to be a problem at higher levels than adults answering the survey. In middle school, over half of student respondents indicate that bullying is a problem.

Communication

- Parent and elementary student respondents expressed the most agreement that they feel welcome at schools while middle and high school student respondents had lower levels of agreement.
- Overall, parent respondents agreed with being satisfied with the quality of the information they receive on their children's academic and social progress from their school.

Organizational Effectiveness

- Ratings of effectiveness for their school or department were high across all stakeholder respondents, with elementary students, parents, and central office staff reporting the highest ratings.
- Ratings of the overall effectiveness for BCPS were highest among parent, school-administrator, and central office staff respondents.

Results by stakeholder group for every survey item are provided in Appendix A.

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The Baltimore County Public Schools (BCPS) Stakeholder Survey polls all facets of Team BCPS. The survey focuses on the four goal areas of the BCPS five-year strategic plan, *Blueprint 2.0: Our Way Forward*: academics, safety and security, communication, and organizational effectiveness.

Survey Administration

The online survey was available from January 29 through March 7, 2018. Stakeholders who serve more than one role, such as a BCPS parent who works for the school system or a parent with children at multiple schools, were encouraged to complete the survey once in each of their respective roles. The survey was available to stakeholders across various device platforms (e.g., desktop computer, mobile/phone, and tablet).

Respondents identified as one of eight stakeholder groups: students (Grades 3-12: this was the first year Grade 3 students were invited to participate), parents/caregivers, community members, school staff, school administrators, or central office staff. A four-point scale was used for most items (strongly agree, agree, disagree, and strongly disagree). Other items included yes/no responses and a five-point grading scale of the system and individual schools. Respondents could skip any items in the four *Blueprint 2.0* goal areas; therefore, the choice of “not applicable” was not offered.

Participation

This year, over 90,000 survey responses were submitted (see Table 1). While student and staff participation are high, there is still an opportunity to better engage parents and community members to ensure that all voices are captured and reflected in the survey results.

Table 1. Summary of 2018 Stakeholder Survey Responses by Stakeholder Group

| Stakeholder Group | Response Number | Group Number | Response % |
|--|-----------------|--------------|------------|
| Elementary School Students (Grades 3-5) | 26,227 | 27,416 | 95.7 |
| Middle School Students | 21,136 | 25,136 | 84.1 |
| High School Students | 20,837 | 31,888 | 65.3 |
| Parents/Caregivers | 11,254 | n/a | n/a |
| Community Members | 780 | n/a | n/a |
| School Staff (teachers, department chairs, paraeducators, non-instructional staff) | 7,744 | n/a | n/a |
| School Administrators (principals and assistant principals) | 484 | 445 | n/a |
| Central Office Staff | 1,755 | n/a | n/a |
| Total | 90,217 | | |

Note. Student group numbers are based on enrollment as of January 24, 2018.

n/a = not available: Exact rates could not be calculated due to unknown population count (i.e. staff working in multiple buildings were encouraged to take the survey at each location.)

Survey Responses in Translated Languages

The survey was translated into 15 languages for students, parents/caregivers, and community members. Overall, 1,073 responses were received across all translated languages (see Table 2). The most common language selected for a translation was Spanish which accounted for over 75% of translated responses. The next most common languages, Chinese and Arabic, together accounted for nearly 13% of translated responses.

Table 2. Responses to Stakeholder Survey in a Translated Language by Groups of Stakeholders.

| Language | Student Responses | Parent/Caregiver and Community Responses | Translated Responses | Percentage of Translated Responses (%) |
|--------------|-------------------|--|----------------------|--|
| Spanish | 621 | 195 | 816 | 76.0 |
| Chinese | 40 | 50 | 90 | 8.4 |
| Arabic | 33 | 12 | 45 | 4.2 |
| French | 22 | 3 | 25 | 2.3 |
| Russian | 19 | 3 | 22 | 2.1 |
| Vietnamese | 10 | 3 | 13 | 1.2 |
| Korean | 5 | 7 | 12 | 1.1 |
| Amharic | 7 | 3 | 10 | 0.9 |
| Tagalog | 10 | 0 | 10 | 0.9 |
| Burmese | 5 | 2 | 8 | 0.7 |
| Nepalese | 4 | 3 | 7 | 0.7 |
| Uzbek | 6 | 0 | 6 | 0.6 |
| Urdu | 2 | 2 | 4 | 0.4 |
| Gujarati | 0 | 3 | 3 | 0.3 |
| Yoruba | 2 | 0 | 2 | 0.2 |
| Total | 786 | 286 | 1,073 | 100 |

Parent Participation

In order to comparatively assess parent participation across school levels or geographic areas, a parent participation metric was developed that provides the number of parent responses per 100 enrolled students. Viewed through this metric, parent participation on the survey is low. In 2018, only 10 parents submitted a survey response for every 100 students enrolled (see Table 3). Across geographic areas, the metric was highest in the central region with 16 parent responses per 100 students which is over double the rate of the lowest region. Across school levels, the metric was lowest in high schools and similar in elementary and middle schools.

Table 3. Parent Survey Responses per 100 Enrolled Students by School Level and Geographic Area

| School Level | Central | Northeast | Northwest | Southeast | Southwest | Total |
|--------------|---------|-----------|-----------|-----------|-----------|-------|
| Elementary | 18 | 12 | 9 | 9 | 11 | 11 |
| Middle | 17 | 9 | 9 | 7 | 10 | 10 |
| High | 10 | 7 | 5 | 5 | 6 | 7 |
| Total | 16 | 9 | 8 | 7 | 8 | 10 |

Domains of Student Perception

In an effort to develop a more thorough understanding of the underlying content collected in the survey, rigorous statistical analyses were conducted over the past three years with a focus on student responses. These analyses helped identify three broad domains of student perception:

- **Academic Aspirations** measures students' perceptions of teacher expectations, their interest and engagement in class, and belief that their BCPS education will allow them to succeed in the future.
- **Belonging** measures the extent to which students feel physically and emotionally safe at school. Items in this domain address the overall school environment and peer-to-peer relationships.
- **Student Support** measures the communication and social support that students receive in school and includes the relationships students have with their teachers and other adults in the school.

In the current report, survey questions for students will be reported under the domains listed above. While some of the survey questions did not group within the areas above, they are still important and are reported as additional questions. These include questions regarding bullying, challenging schoolwork, school pride, and school effectiveness.

Student Domain Indices

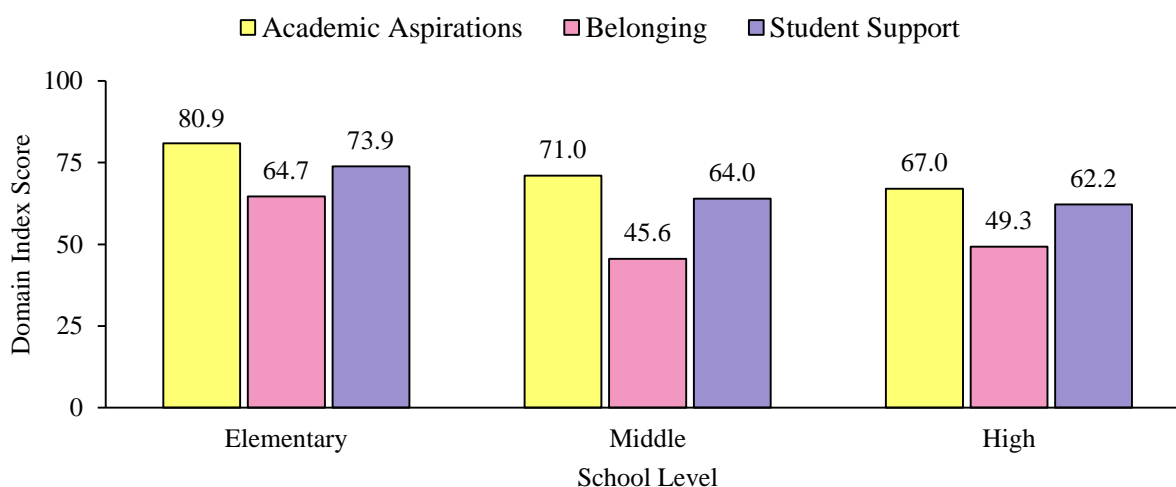
Domain index scores are a summary of multiple survey items within each domain. Each domain index score is on a scale of 0 to 100, with higher values indicating more positive perceptions. For example, a domain index score of 0 means that all participants strongly disagree with all of the survey items within the domain; a domain score of 100 indicates that all participants strongly agree with all of the items. A domain score of 50 means that on average respondents agreed with half of the items and disagreed on the remaining items. Table 4 contains descriptions for each domain.

Table 4. Descriptions of Low and High Index Scores

| Domain | At low end of Index Score | At high end of Index Score |
|----------------------|--|--|
| Academic Aspirations | Students are disengaged and feel ill-prepared for the future. They may underestimate the importance of performing well academically and not see the utility of the topics covered in classes. | Students are engaged and feel academically prepared for the future. Students understand the importance of academic achievement and have high expectations for academic performance. |
| Belonging | Students experience and witness peer relationships and interactions that are characterized by unresolved conflict. They may find their school to be unsafe and not welcoming. | Students experience and witness peer relationships and interactions that are characterized by mutual respect. They also perceive their school environment as safe and welcoming. |
| Student Support | Students do not feel respect or care from adults in their school. Students perceive challenges in communication between them and adults. These students may feel as though their opinions and perspectives are not valued by adults. | Students experience relationships with adults that are characterized by trust, care, and respect. Positive, two-way communication occurs between teachers and students, with students feeling as though teachers listen to their opinions and provide useful feedback. |

Domain index scores are provided in Figure 1 by school level. Overall, elementary school students had more positive perceptions than secondary students and score higher on all three domains. Of the domains, Academic Aspirations had the highest scores with perceptions tapering downward from elementary to high school. In comparison, ratings for Belonging were the lowest across all levels. Elementary school students scored relatively higher than secondary students for Belonging; middle and high schools students had similar ratings on this domain. Student ratings on Student Support were moderately high with elementary students having more positive perceptions and secondary students having similar perceptions.

Figure 1. Student Domain Index Scores by Level



Selected Survey Items across Stakeholders

Throughout the survey, there were several items that asked similar concepts across stakeholder groups. These items allow for comparisons of perceptions across stakeholders. Selected items and *Blueprint 2.0* performance measures are provided below.

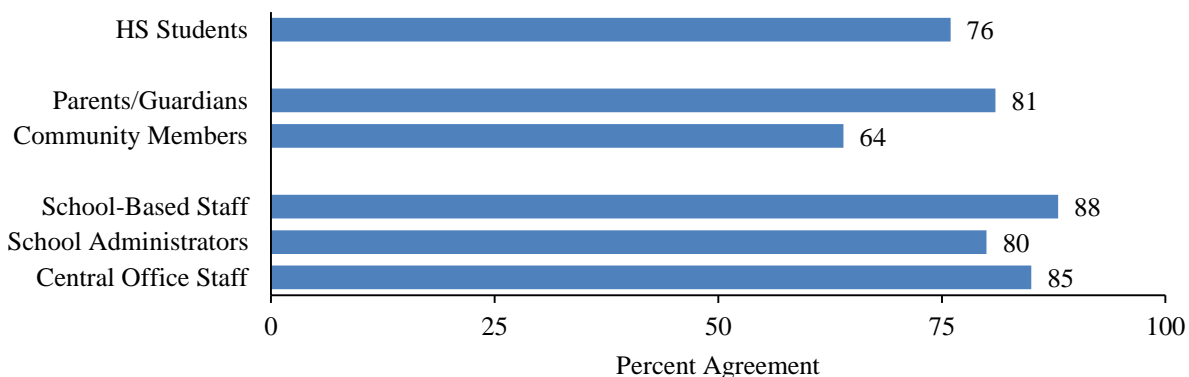
Goal 1: Academics

Every student will experience high academic achievement and continuous growth by participating in a rigorous instructional program designed to raise the academic bar and close achievement gaps so that every student will become a globally competitive citizen in a culturally diverse world.

College and Career Readiness/Discussions

Overall, more than 80% of BCPS staff recognize how their work contributes to students’ readiness for college and/or career. More than three-quarters of high school students agree with the assertion that they will be prepares for college and/or career by graduation.

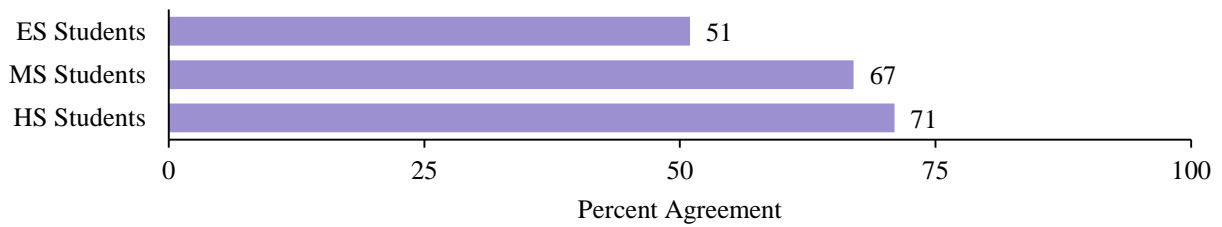
Figure 2. Preparedness for College and Career



| Stakeholder | Item |
|--|--|
| HS Students | By the time I graduate, I will be prepared for college and/or a career. |
| Parents/Caregivers | The school’s academic program prepares students for college and career. |
| Community Members | BCPS’ academic program prepares students for college and career. |
| School-Based Staff and School Administrators | I see how my work contributes to students’ college and career readiness. |
| Central Office Staff | I see how the work of my department contributes to students’ college and career readiness. |

In line with the above item, students were asked about educators having conversations with them about college and career options. Students’ agreement with this statement increased from elementary to secondary grades, with high school students demonstrating the highest rate of agreement.

Figure 3. Discussions about College and Career

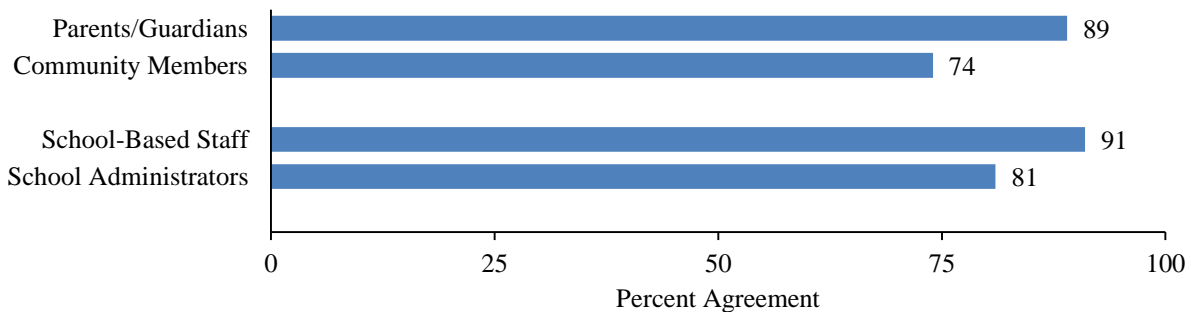


| Stakeholder | Item |
|--------------------|---|
| ES Students | My teachers talk to me about college and career choices. |
| MS and HS Students | My school gives me useful information about colleges and careers. |

Personalized Learning

Parents and school-based staff expressed the most agreement that making learning personalized for students helps teachers meet the academic needs of all students.

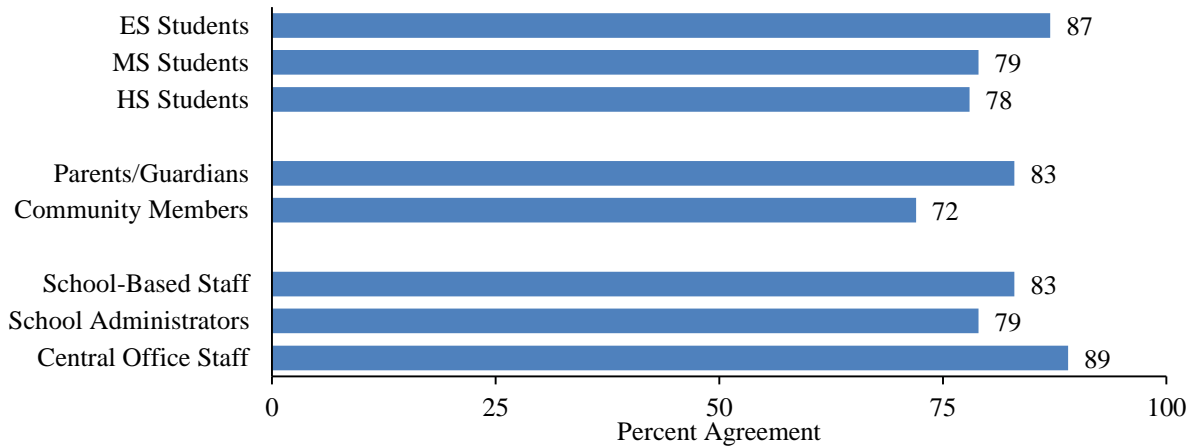
Figure 4. Personalized Learning.



Access to Technology

Agreement was high across elementary students, parents, school-based staff, and central office staff that access to technology increases opportunities for making learning more personalized for students.

Figure 5. Access to Technology

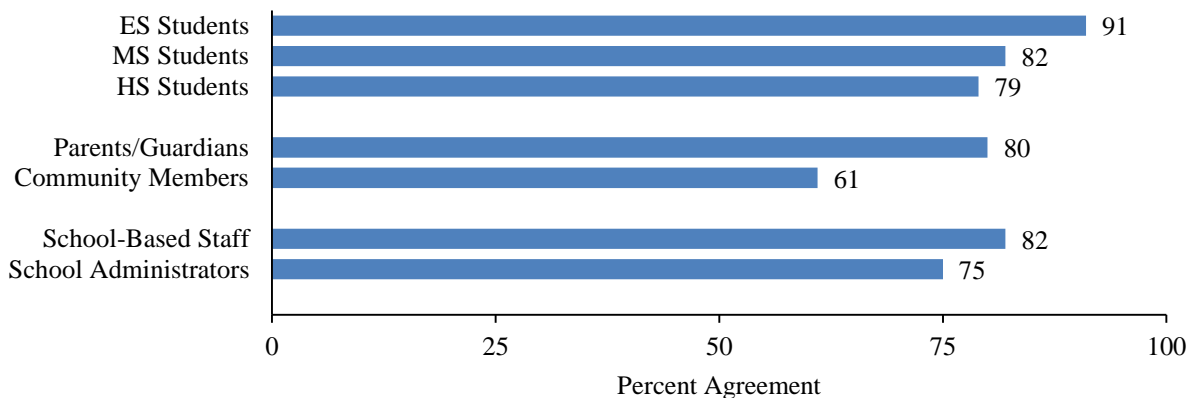


| Stakeholder | Item |
|--|--|
| All Students | Access to technology increases opportunities to make learning more personalized for me. |
| Parents/Caregivers, Community Members, School-Based Staff, School Administrators, and Central Office Staff | Access to technology increases opportunities for making learning more personalized for students. |

Teacher Use of Technology

Middle and high school students, parents, and school based staff had similarly high levels of agreement that teachers can use technology to meet the academic needs of all students. Elementary students’ rate of agreement was notably higher than all other groups.

Figure 6. Teacher Use of Technology



| Stakeholder | Item |
|--|---|
| All Students | My teachers are able to use technology to meet my academic needs. |
| Parents/Caregivers, Community Members, School-Based Staff, School Administrators, and Central Office Staff | Teachers are able to use technology to meet the academic needs of all students. |

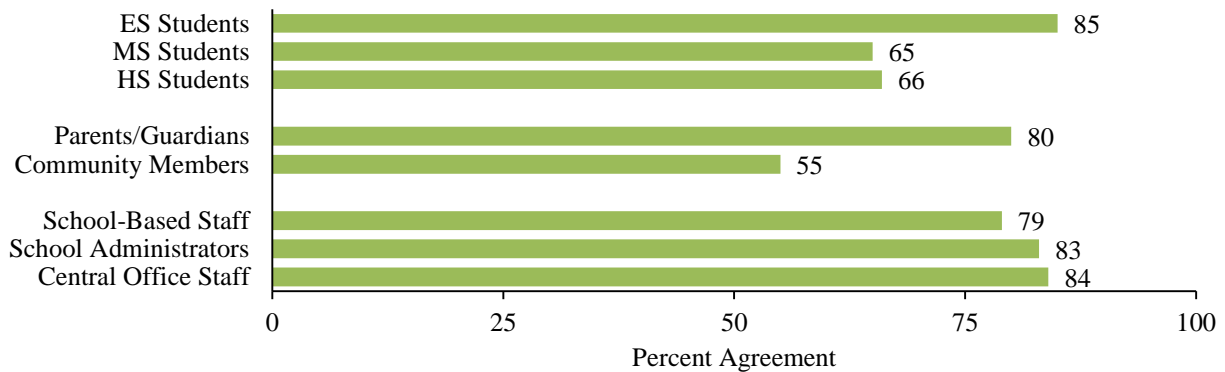
Goal 2: Safety and Security

Every school and office will be safe and secure, promote individual well-being, and provide positive, respectful, and caring environments for teaching, learning, and working.

Safety at School and Work (Blueprint 2.0 Performance Measure)

There was a gap in the percentage of elementary and secondary students who feel safe at school. Parents and staff had perceptions that were similar to elementary students; community members perceptions were the lowest.

Figure 7. Safety at School and Work

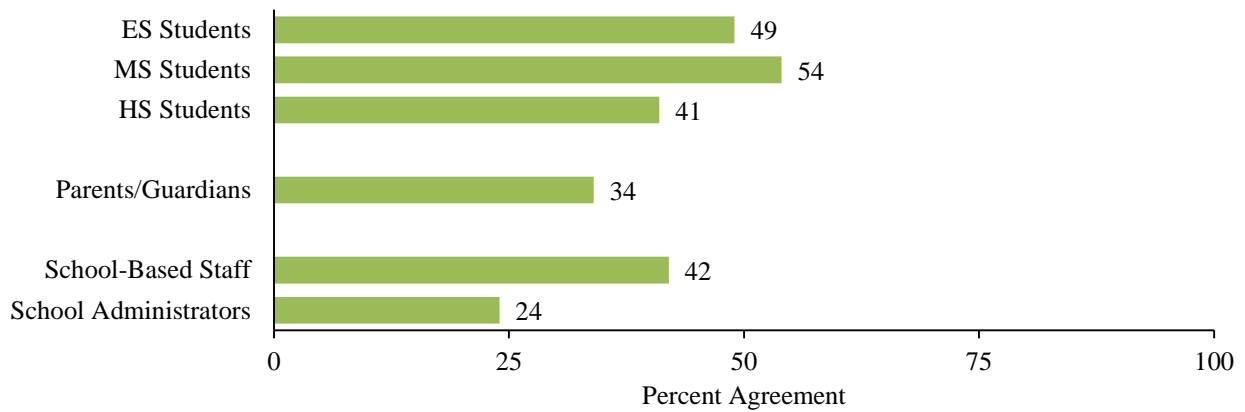


| Stakeholder | Item |
|--------------------|---------------------------------|
| All Students | I feel safe at my school. |
| Parents/Caregivers | The school is safe and secure. |
| Community Members | BCPS schools are safe. |
| All Staff | I feel safe and secure at work. |

Bullying

More students than adults reported that bullying is a problem at school. More than half of middle school students agreed, with elementary and high school agreement above 40%. School administrators expressed the least agreement.

Figure 8. *Bullying Is a Problem*



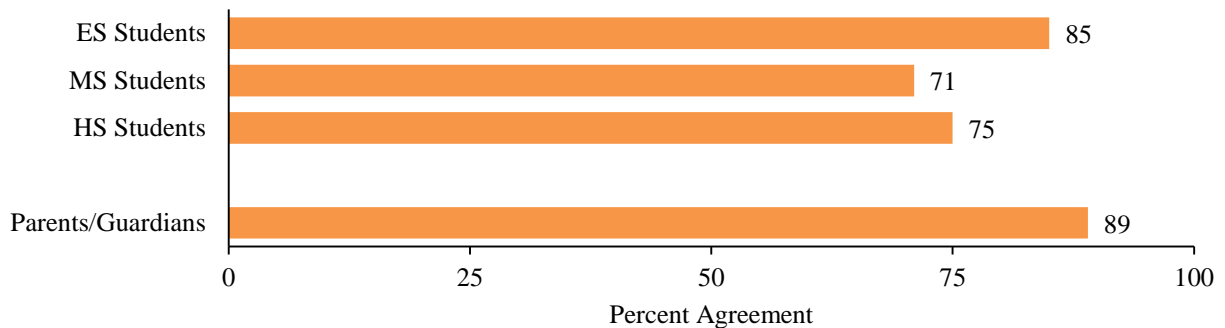
Goal 3: Communication

Every stakeholder will experience clear, timely, honest, transparent, and widely available communication about system initiatives and activities that engages them in building a culture of trust through action and establishes BCPS as a world-class school system.

Welcoming School Environment

Parents and elementary students expressed the most agreement that they feel welcome in the school building. Middle and high school students had comparable levels of agreement.

Figure 9. *Welcoming School Environment.*



| Stakeholder | Item |
|-------------------------|--------------------------------------|
| ES, MS, and HS Students | I feel welcome at my school. |
| Parents | I feel welcome at my child’s school. |

Quality of Student Information

Overall, parents report high rates of agreement (80% agree or strongly agree) related to satisfaction with the quality of information schools provide them on their children’s academic and social progress.

Goal 4: Organizational Effectiveness

Baltimore County Public Schools will maximize organizational efficiency and effectiveness by engaging in strategic efforts that employ rigorous, relevant, and reasonable performance standards that provide for all employees' professional growth and shared accountability for student, school, and organizational performance.

System, School, and Department Effectiveness

Stakeholders were asked to grade the effectiveness of BCPS, their school, and/or their department. Grades of A, B, and C were considered effective. Parents and staff gave BCPS the highest grades while community members expressed the least satisfaction. School and department grades were high across stakeholders.

Figure 10. Graded BCPS as Effective (A, B, or C)

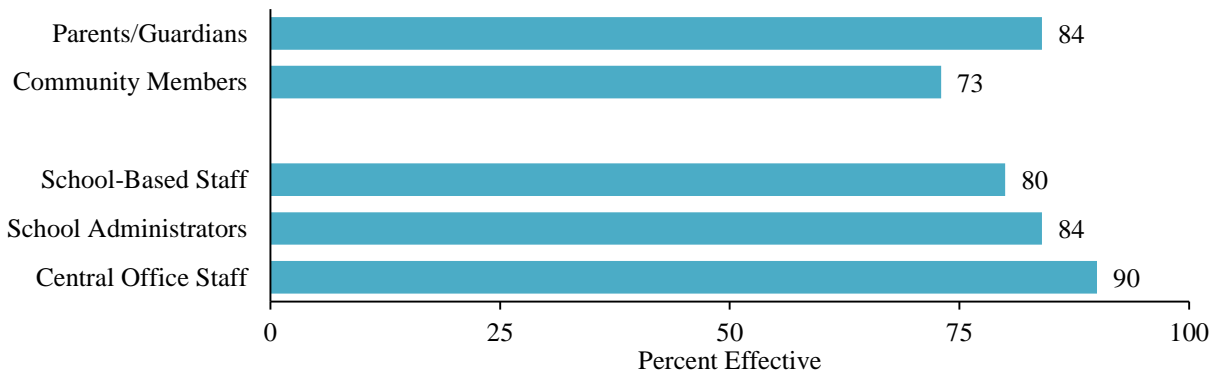
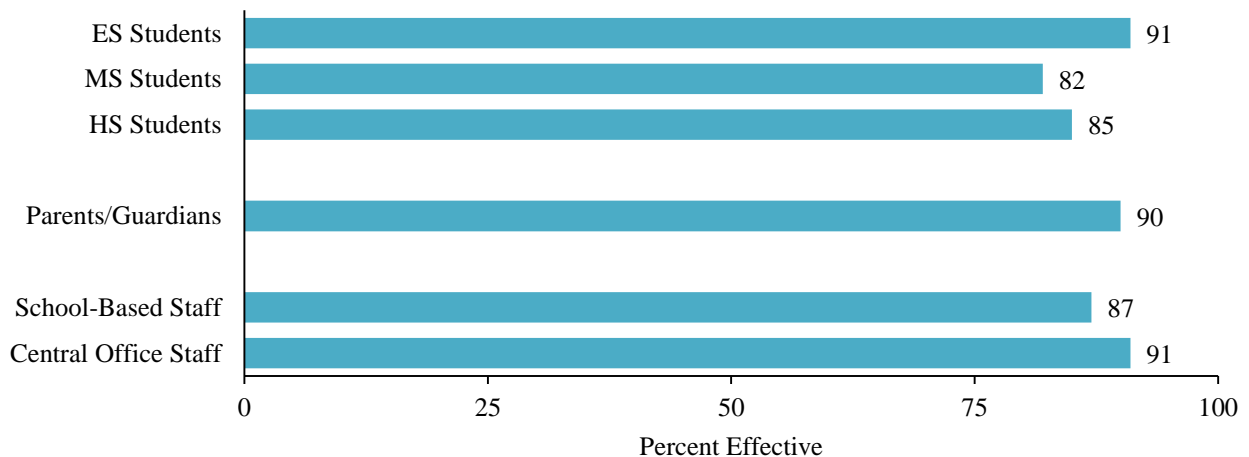


Figure 11. Graded School/Department as Effective (A, B, or C)



Elementary School Students (Total Responses = 26,227)

Academic Aspirations

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Getting good grades is important to me. | 25,996 | 1.7 | 1.6 | 23.0 | 73.8 |
| In school, I participate in class activities. | 25,464 | 1.8 | 5.5 | 46.4 | 46.2 |
| My teachers have high expectations for me to do well in school. | 25,606 | 2.2 | 4.2 | 33.3 | 60.2 |
| I am interested in my classes. | 25,522 | 4.7 | 10.8 | 46.3 | 38.2 |
| By the end of the year, I will be prepared to do well next year. | 25,492 | 2.2 | 3.9 | 33.1 | 60.7 |
| I pay attention in class. | 25,417 | 2.3 | 7.8 | 50.4 | 39.4 |

Belonging

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Most students do their best, even when their school work is difficult. | 25,611 | 5.3 | 15.8 | 48.2 | 30.7 |
| I feel safe at my school. | 25,432 | 5.6 | 9.2 | 36.3 | 48.9 |
| I feel like I can be myself when I am at school. | 25,230 | 8.1 | 15.8 | 38.0 | 38.1 |
| Students at my school treat me with respect. | 25,106 | 9.5 | 20.3 | 47.1 | 23.2 |
| Most students in my school are accepting of other students. | 24,946 | 7.8 | 16.0 | 48.1 | 28.0 |
| Most students in my school try to work out their disagreements with other students by talking to them. | 24,850 | 14.3 | 24.7 | 41.7 | 19.3 |
| I feel welcome at my school. | 24,784 | 5.3 | 9.5 | 37.4 | 47.8 |
| Most students in my school stop and think before doing anything when they get angry. | 24,714 | 21.2 | 33.0 | 33.3 | 12.5 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Elementary School Students (Total Responses = 26,227)

Student Support

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Most adults at my school treat me with respect. | 25,221 | 3.6 | 6.6 | 36.0 | 53.8 |
| There is at least one adult at my school I can go to if I have a problem. | 25,048 | 6.0 | 6.7 | 25.9 | 61.5 |
| Most adults at my school care about me as a person. | 24,994 | 3.3 | 5.4 | 39.0 | 52.3 |
| My teachers listen to my ideas. | 24,952 | 3.6 | 7.5 | 46.6 | 42.3 |
| My teachers tell me how I do on my classwork, tests, and homework assignments. | 24,732 | 4.0 | 9.0 | 41.2 | 45.9 |
| My teachers talk to me about college and career choices. | 24,630 | 22.2 | 27.3 | 30.6 | 20.0 |

Additional Questions

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| My school work is challenging. | 25,575 | 5.3 | 23.7 | 55.3 | 15.8 |
| Access to technology increases opportunities to make learning more personalized for me. | 25,405 | 3.8 | 9.5 | 43.7 | 42.9 |
| My teachers are able to use technology to meet my academic needs. | 25,371 | 2.8 | 5.9 | 43.5 | 47.8 |
| Bullying is a problem at this school. | 25,118 | 25.2 | 26.0 | 21.2 | 27.6 |
| I am proud to be a student at this school. | 24,420 | 5.8 | 6.9 | 33.0 | 54.3 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you know how to respond during an emergency at school? | 24,160 | 5.7 | 94.3 |
| Do you have Internet access where you live? | 24,222 | 7.4 | 92.6 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|--|-----------|-------|-------|-------|-------|-------|
| What grade would you give your school for its performance/effectiveness? | 24,676 | 4.7 | 4.7 | 14.6 | 32.8 | 43.2 |

Middle School Students (Total Responses = 21,136)

Academic Aspirations

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I understand that getting a good education is important. | 21,085 | 2.4 | 1.2 | 21.6 | 74.8 |
| In school, I participate in class activities. | 20,694 | 3.2 | 9.0 | 59.2 | 28.6 |
| My teachers set high standards for learning in their classes. | 20,851 | 4.5 | 11.5 | 54.8 | 29.3 |
| I am interested in my classes. | 20,946 | 7.8 | 22.3 | 53.6 | 16.4 |
| By the end of the year, I will be prepared to do well next year. | 20,938 | 3.9 | 7.9 | 49.0 | 39.2 |
| I pay attention in class. | 20,945 | 3.1 | 8.3 | 59.8 | 28.8 |
| My academic skills are improving. | 20,832 | 3.2 | 9.0 | 55.0 | 32.9 |
| My school work requires me to think about how academic topics relate to real-life situations. | 20,947 | 9.3 | 24.7 | 47.0 | 19.0 |
| By the time I complete middle school, I will be prepared for high school. | 20,970 | 4.7 | 9.6 | 50.9 | 34.8 |

Belonging

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Most students do their best, even when their school work is difficult. | 20,947 | 15.4 | 36.3 | 38.2 | 10.2 |
| I feel safe at my school. | 20,635 | 12.9 | 21.7 | 48.1 | 17.3 |
| I feel like I can be myself when I am at school. | 20,567 | 13.5 | 22.8 | 43.2 | 20.4 |
| Students respect each other at my school. | 20,532 | 30.7 | 39.1 | 25.2 | 5.0 |
| Most students in my school are accepting of other students. | 20,522 | 20.3 | 28.9 | 41.2 | 9.6 |
| Most students in my school try to work out their disagreements with other students by talking to them. | 20,232 | 32.3 | 36.5 | 25.8 | 5.5 |
| I feel welcome at my school. | 20,226 | 10.5 | 18.3 | 54.8 | 16.5 |
| Most students in my school stop and think before doing anything when they get angry. | 20,234 | 39.1 | 39.8 | 17.3 | 3.8 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Middle School Students (Total Responses = 21,136)

Student Support

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Most adults at my school treat me with respect. | 20,583 | 8.8 | 15.4 | 49.9 | 25.9 |
| There is at least one adult at my school I can go to if I have a problem. | 20,546 | 8.5 | 10.8 | 41.0 | 39.7 |
| Most adults at my school care about me as a person. | 20,513 | 8.8 | 15.4 | 53.3 | 22.5 |
| My teachers listen to my ideas. | 20,285 | 8.3 | 17.4 | 58.9 | 15.4 |
| My teachers tell me how I do on my classwork, tests, and homework assignments. | 20,239 | 6.1 | 13.4 | 55.0 | 25.4 |
| My school gives me useful information about colleges and careers. | 20,141 | 11.6 | 21.9 | 45.6 | 21.0 |

Additional Questions

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I am given challenging work at my school. | 20,935 | 3.2 | 11.8 | 63.3 | 21.7 |
| Access to technology increases opportunities to make learning more personalized for me. | 20,952 | 7.1 | 14.5 | 46.2 | 32.3 |
| My teachers are able to use technology to meet my academic needs. | 20,942 | 5.7 | 12.2 | 53.0 | 29.1 |
| Bullying is a problem at this school. | 20,504 | 12.6 | 33.7 | 31.2 | 22.5 |
| I am proud to be a student at this school. | 20,062 | 12.0 | 17.7 | 48.6 | 21.7 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you know how to respond during an emergency at school? | 20,356 | 7.8 | 92.2 |
| Do you have Internet access where you live? | 20,097 | 5.6 | 94.4 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|--|-----------|-------|-------|-------|-------|-------|
| What grade would you give your school for its performance/effectiveness? | 20,214 | 8.1 | 10.2 | 32.0 | 37.1 | 12.6 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

High School Students (Total Responses = 20,837)

Academic Aspirations

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I understand that getting a good education is important. | 20,778 | 3.2 | 1.8 | 25.9 | 69.0 |
| In school, I participate in class activities. | 20,528 | 4.2 | 10.5 | 60.4 | 24.9 |
| My teachers set high standards for learning in their classes. | 20,641 | 4.6 | 13.2 | 57.9 | 24.3 |
| I am interested in my classes. | 20,703 | 7.6 | 22.4 | 55.3 | 14.7 |
| I pay attention in class. | 20,631 | 3.5 | 9.1 | 64.7 | 22.7 |
| My academic skills are improving. | 20,606 | 4.4 | 13.3 | 57.6 | 24.7 |
| My school work requires me to think about how academic topics relate to real-life situations. | 20,714 | 14.5 | 28.9 | 41.7 | 14.9 |
| By the time I graduate, I will be prepared for college and/or a career. | 20,712 | 7.5 | 16.1 | 50.2 | 26.2 |

Belonging

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Most students do their best, even when their school work is difficult. | 20,705 | 14.4 | 37.7 | 38.8 | 9.1 |
| I feel safe at my school. | 20,436 | 13.1 | 21.2 | 50.7 | 15.1 |
| I feel like I can be myself when I am at school. | 20,394 | 10.3 | 19.0 | 49.8 | 21.0 |
| Students respect each other at my school. | 20,358 | 23.3 | 35.7 | 34.0 | 7.0 |
| Most students in my school are accepting of other students. | 20,326 | 14.3 | 25.8 | 48.4 | 11.4 |
| Most students in my school try to work out their disagreements with other students by talking to them. | 20,055 | 25.0 | 35.5 | 33.2 | 6.4 |
| I feel welcome at my school. | 20,030 | 8.3 | 17.0 | 60.6 | 14.0 |
| Most students in my school stop and think before doing anything when they get angry. | 20,008 | 29.5 | 39.3 | 25.6 | 5.7 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

High School Students (Total Responses = 20,837)

Student Support

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Most adults at my school treat me with respect. | 20,398 | 8.0 | 15.2 | 55.5 | 21.2 |
| There is at least one adult at my school I can go to if I have a problem. | 20,355 | 8.5 | 12.8 | 48.9 | 29.9 |
| Most adults at my school care about me as a person. | 20,351 | 8.9 | 20.0 | 54.0 | 17.1 |
| My teachers listen to my ideas. | 20,091 | 7.9 | 18.7 | 60.7 | 12.8 |
| My teachers tell me how I do on my classwork, tests, and homework assignments. | 20,063 | 6.9 | 16.4 | 56.7 | 20.0 |
| My school gives me useful information about colleges and careers. | 19,982 | 9.5 | 19.3 | 50.7 | 20.4 |

Additional Questions

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I am given challenging work at my school. | 20,692 | 3.5 | 9.9 | 59.9 | 26.7 |
| Access to technology increases opportunities to make learning more personalized for me. | 20,694 | 6.7 | 15.1 | 50.0 | 28.2 |
| My teachers are able to use technology to meet my academic needs. | 20,698 | 6.1 | 14.8 | 57.1 | 22.0 |
| Bullying is a problem at this school. | 20,323 | 15.2 | 44.2 | 27.9 | 12.8 |
| I am proud to be a student at this school. | 19,930 | 11.5 | 18.1 | 51.5 | 18.9 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you know how to respond during an emergency at school? | 20,144 | 12.4 | 87.6 |
| Do you have Internet access where you live? | 19,649 | 5.5 | 94.5 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|--|-----------|-------|-------|-------|-------|-------|
| What grade would you give your school for its performance/effectiveness? | 20,037 | 5.7 | 9.4 | 33.3 | 38.4 | 13.2 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Parents/Caregivers (Total Responses = 11,254)

Academics

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| The school sets high academic standards. | 11,178 | 3.8 | 9.5 | 53.9 | 32.8 |
| My child does work that prepares him/her for the next academic year. | 11,151 | 3.2 | 8.4 | 55.5 | 32.9 |
| The school's academic program prepares students for college and career. | 11,022 | 4.5 | 15.0 | 54.8 | 25.6 |
| The school challenges students to maximize their potential. | 11,139 | 5.3 | 16.4 | 49.7 | 28.6 |
| The school provides its students with a high quality education. | 11,130 | 4.3 | 12.8 | 51.1 | 31.8 |
| I am satisfied with the instruction my child receives at this school. | 11,152 | 5.5 | 15.2 | 49.1 | 30.2 |
| Making learning more personalized for students helps teachers to meet the academic needs of all students. | 11,109 | 3.6 | 7.8 | 48.1 | 40.5 |
| Access to technology increases opportunities for making learning more personalized for students. | 11,140 | 5.2 | 11.9 | 47.4 | 35.5 |
| Teachers are able to use technology to meet the academic needs of all students. | 11,095 | 5.4 | 15.2 | 51.8 | 27.6 |

Safety and Security

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| This school is safe and secure. | 11,102 | 7.1 | 13.0 | 50.6 | 29.3 |
| Students respect each other at this school. | 11,051 | 9.6 | 19.4 | 52.3 | 18.7 |
| My child is treated with respect at this school. | 11,066 | 5.2 | 11.1 | 56.1 | 27.5 |
| Bullying is a problem at this school. | 10,932 | 14.5 | 51.7 | 22.6 | 11.2 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| In case of an emergency, do you know the procedures at this school? | 10,926 | 36.4 | 63.6 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Parents/Caregivers (Total Responses = 11,254)

Communications

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| Communication to and from the school system is open, clear, and timely. | 10,991 | 5.6 | 13.3 | 50.7 | 30.5 |
| Information and results data are available and easily accessible. | 10,907 | 4.3 | 15.7 | 55.6 | 24.4 |
| I feel welcome at my child's school. | 10,963 | 3.6 | 7.6 | 48.9 | 39.9 |
| The school provides opportunities for two-way communication. | 10,941 | 3.5 | 9.0 | 54.2 | 33.2 |
| I know how to get school information when I need it. | 10,961 | 2.5 | 10.0 | 54.5 | 32.9 |
| School staff return phone calls or e-mails in a timely manner. | 10,916 | 4.7 | 10.0 | 49.3 | 36.0 |
| I am satisfied with the quality of information about my child's academic and social progress. | 10,961 | 5.0 | 15.5 | 49.8 | 29.6 |
| Communication to and from my child's school is easy to understand. | 10,930 | 3.1 | 7.8 | 54.9 | 34.2 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you have broadband Internet access where you live? | 10,881 | 5.2 | 94.8 |

Organizational Effectiveness

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I am satisfied with the ability of the teachers to meet the needs of my child. | 10,838 | 4.3 | 13.4 | 51.2 | 31.1 |
| I am satisfied with the principal's leadership at my child's school. | 10,779 | 6.9 | 10.3 | 47.0 | 35.9 |
| I am satisfied with school improvement planning at my child's school. | 10,561 | 6.7 | 16.8 | 53.2 | 23.3 |
| I am satisfied with the superintendent's leadership and vision. | 10,484 | 11.8 | 20.5 | 51.5 | 16.1 |
| Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges. | 10,634 | 6.4 | 17.3 | 54.5 | 21.8 |

2018 BCPS Stakeholder Survey
 Appendix A – Results by Stakeholder Group

Parents/Caregivers (Total Responses = 11,254)

Organizational Effectiveness (continued)

| Survey Item | Responses | Definitely Not (%) | Probably Not (%) | Probably Yes (%) | Definitely Yes (%) |
|--|-----------|--------------------|------------------|------------------|--------------------|
| Would you recommend this school to other parents/caregivers? | 10,789 | 6.2 | 11.0 | 36.9 | 45.9 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|--|-----------|-------|-------|-------|-------|-------|
| What grade would you give your child's school for its performance/effectiveness? | 10,832 | 3.5 | 6.4 | 16.3 | 37.1 | 36.7 |
| What grade would you give BCPS for its performance/effectiveness? | 10,739 | 5.9 | 10.5 | 27.0 | 38.7 | 17.9 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Community Members (Total Responses = 780)

Academics

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| BCPS sets high academic standards. | 749 | 11.1 | 20.0 | 48.5 | 20.4 |
| BCPS' academic program prepares students for college and career. | 736 | 11.7 | 24.2 | 46.5 | 17.7 |
| BCPS challenges students to maximize their potential. | 742 | 12.3 | 27.0 | 44.7 | 16.0 |
| BCPS provides its students with a high quality education. | 744 | 11.6 | 24.7 | 46.6 | 17.1 |
| Making learning more personalized for students helps teachers to meet the academic needs of all students. | 753 | 9.2 | 17.3 | 46.5 | 27.1 |
| Access to technology increases opportunities for making learning more personalized for students. | 747 | 10.3 | 17.9 | 45.4 | 26.4 |
| Teachers are able to use technology to meet the academic needs of all students. | 737 | 12.1 | 27.0 | 41.9 | 19.0 |

Safety and Security

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|------------------------|-----------|-----------------------|--------------|-----------|--------------------|
| BCPS schools are safe. | 752 | 19.0 | 25.7 | 42.2 | 13.2 |

Communications

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| Communication to and from the school system is open, clear, and timely. | 727 | 12.8 | 26.5 | 45.8 | 14.9 |
| Information and results data are available and easily accessible. | 722 | 9.4 | 27.1 | 50.6 | 12.9 |
| The school system provides opportunities for two-way communication. | 724 | 10.1 | 25.4 | 51.1 | 13.4 |
| I know how to get school information when I need it. | 724 | 8.0 | 21.3 | 51.4 | 19.3 |

2018 BCPS Stakeholder Survey
 Appendix A – Results by Stakeholder Group

Community Members (Total Responses = 780)

Organizational Effectiveness

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I am satisfied with the superintendent's leadership and vision. | 700 | 21.7 | 23.4 | 39.1 | 15.7 |
| Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges. | 707 | 14.1 | 31.3 | 39.0 | 15.6 |

| Survey Item | Responses | Definitely Not (%) | Probably Not (%) | Probably Yes (%) | Definitely Yes (%) |
|-------------------------------------|-----------|--------------------|------------------|------------------|--------------------|
| Would you recommend BCPS to others? | 713 | 12.8 | 22.6 | 44.2 | 20.5 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|---|-----------|-------|-------|-------|-------|-------|
| What grade would you give BCPS for its performance/effectiveness? | 706 | 11.0 | 16.1 | 32.2 | 27.1 | 13.6 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Staff (Total Responses = 7,744)

Academics

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| My school has high expectations for the academic performance of all students. | 7,678 | 3.1 | 8.5 | 47.8 | 40.5 |
| The academic program at my school is designed to meet the needs of all students. | 7,654 | 4.8 | 17.9 | 51.5 | 25.9 |
| I see how my work contributes to students' college and career readiness. | 7,623 | 2.9 | 9.4 | 53.7 | 34.1 |
| Adults in my school believe that all students have the ability to achieve. | 7,641 | 3.1 | 14.0 | 50.1 | 32.8 |
| Additional instructional supports from our school system are available to students who need them. | 7,643 | 8.5 | 21.5 | 47.5 | 22.5 |
| I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices. | 7,578 | 12.8 | 25.7 | 45.2 | 16.4 |
| Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices. | 7,580 | 3.6 | 12.6 | 56.0 | 27.8 |
| Making learning more personalized for students helps teachers to meet the academic needs of all students. | 7,613 | 2.4 | 5.8 | 51.2 | 40.6 |
| Access to technology increases opportunities for making learning more personalized for students. | 7,614 | 4.4 | 12.2 | 51.9 | 31.5 |
| Teachers are able to use technology to meet the academic needs of all students. | 7,609 | 4.0 | 14.4 | 52.3 | 29.3 |

Safety and Security

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I feel safe and secure at work. | 7,631 | 6.3 | 14.8 | 46.8 | 32.1 |
| Adults at my school respect each other. | 7,594 | 3.8 | 11.7 | 52.6 | 31.9 |
| Additional behavioral supports are available from our school system for students who need them. | 7,587 | 13.6 | 25.5 | 42.6 | 18.4 |
| Students at my school respect each other. | 7,592 | 13.8 | 30.5 | 46.5 | 9.3 |
| Discipline policies and procedures are implemented consistently at my school. | 7,579 | 18.9 | 30.2 | 37.7 | 13.1 |
| Bullying is a problem at this school. | 7,554 | 13.3 | 44.7 | 31.2 | 10.9 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Staff (Total Responses = 7,744)

Safety and Security (continued)

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you know how to respond during an emergency at work? | 7,439 | 4.6 | 95.4 |

Communications

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Communication at my school is open, clear, and timely. | 7,527 | 7.5 | 23.3 | 49.1 | 20.1 |
| Information and results data are available and easily accessible. | 7,443 | 3.2 | 14.0 | 59.8 | 22.9 |
| I can talk openly with my school administrators about school-related matters. | 7,520 | 6.5 | 13.4 | 46.6 | 33.5 |
| I am able to share my ideas and opinions with my school administrators. | 7,512 | 5.9 | 13.1 | 47.9 | 33.1 |
| My supervisor provides performance feedback that is useful to me. | 7,478 | 4.9 | 12.0 | 49.9 | 33.2 |
| My school encourages parent/caregiver involvement. | 7,490 | 2.2 | 7.5 | 54.9 | 35.4 |
| Teachers at my school communicate frequently to parents/caregivers about student progress. | 7,466 | 1.8 | 7.0 | 56.7 | 34.4 |
| Teachers and staff at my school have the opportunity for dialogue and planning across grades and subjects. | 7,432 | 7.0 | 21.7 | 49.7 | 21.5 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you have broadband Internet access where you live? | 7,416 | 5.9 | 94.1 |

Organizational Effectiveness

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| I work in a positive, professional work environment. | 7,425 | 5.1 | 15.8 | 51.9 | 27.2 |
| My school administration fosters a collaborative work environment. | 7,380 | 5.3 | 13.8 | 50.8 | 30.2 |
| I receive the information I need to perform my job effectively. | 7,418 | 4.1 | 13.4 | 55.9 | 26.6 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Staff (Total Responses = 7,744)

Organizational Effectiveness (continued)

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Professional development offerings are relevant to my work. | 7,377 | 6.5 | 19.0 | 52.3 | 22.2 |
| I have opportunities for professional growth. | 7,385 | 3.7 | 11.5 | 57.4 | 27.4 |
| I have the tools, resources and technology to do my job. | 7,399 | 4.1 | 13.4 | 55.4 | 27.1 |
| Students at my school have access to instructional technology needed to succeed. | 7,363 | 2.4 | 8.0 | 57.6 | 32.0 |
| The number of students assigned to me is manageable. | 7,236 | 10.8 | 19.6 | 49.3 | 20.3 |

| Survey Item | Responses | Definitely Not (%) | Probably Not (%) | Probably Yes (%) | Definitely Yes (%) |
|--|-----------|--------------------|------------------|------------------|--------------------|
| Would you send your child to this school or recommend this school to another parent/caregiver? | 7,402 | 15.4 | 23.1 | 34.1 | 27.3 |
| Would you recommend this school to a friend seeking employment? | 7,373 | 9.1 | 17.4 | 39.8 | 33.7 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|--|-----------|-------|-------|-------|-------|-------|
| What grade would you give your school for its performance/effectiveness? | 7,431 | 3.2 | 9.6 | 26.1 | 37.6 | 23.6 |
| What grade would you give BCPS for its performance/effectiveness? | 7,395 | 4.7 | 15.2 | 36.4 | 34.6 | 9.1 |

School Administrators (Total Responses = 484)

Academics

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| BCPS has high expectations for the academic performance of all students. | 476 | 15.8 | 2.7 | 35.5 | 46.0 |
| The academic program in our school system is designed to meet the needs of all students. | 471 | 15.7 | 15.9 | 45.4 | 22.9 |
| I see how my work contributes to students' college and career readiness. | 472 | 14.8 | 5.3 | 36.7 | 43.2 |
| Adults in our school system believe that all students have the ability to achieve. | 472 | 15.0 | 11.2 | 49.8 | 23.9 |
| Additional instructional supports from our school system are available to students who need them. | 469 | 17.5 | 18.6 | 48.0 | 16.0 |
| I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices. | 468 | 18.2 | 19.7 | 42.7 | 19.4 |
| Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices. | 467 | 14.3 | 12.4 | 44.8 | 28.5 |
| Making learning more personalized for students helps teachers to meet the academic needs of all students. | 467 | 14.6 | 4.5 | 34.7 | 46.3 |
| Access to technology increases opportunities for making learning more personalized for students. | 465 | 14.4 | 6.5 | 38.9 | 40.2 |
| Teachers are able to use technology to meet the academic needs of all students. | 464 | 14.7 | 10.6 | 46.6 | 28.2 |

Safety and Security

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I feel safe and secure at work. | 463 | 14.3 | 3.2 | 37.8 | 44.7 |
| Adults at my school respect each other. | 459 | 13.3 | 5.7 | 47.1 | 34.0 |
| Additional behavioral supports are available from our school system for students who need them. | 461 | 19.1 | 24.3 | 39.9 | 16.7 |
| Students at my school respect each other. | 459 | 15.7 | 12.4 | 53.8 | 18.1 |
| Discipline policies and procedures are implemented consistently at my school. | 460 | 13.9 | 5.7 | 47.2 | 33.3 |
| Bullying is a problem at this school. | 462 | 24.7 | 51.5 | 12.6 | 11.3 |

School Administrators (Total Responses = 484)

Safety and Security (continued)

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you know how to respond during an emergency at work? | 446 | 13.2 | 86.8 |

Communications

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Communication in our system is open, clear, and timely. | 456 | 12.9 | 11.8 | 48.0 | 27.2 |
| Information and results data are available and easily accessible. | 453 | 13.9 | 7.3 | 48.3 | 30.5 |
| I can talk openly with the community superintendents about school-related matters. | 453 | 13.9 | 9.3 | 39.7 | 37.1 |
| I am able to share my ideas and opinions with school system administrators. | 454 | 13.2 | 8.1 | 41.9 | 36.8 |
| Community superintendents provide performance feedback that is useful to me. | 450 | 14.4 | 11.8 | 42.9 | 30.9 |
| BCPS encourages parent/caregiver involvement. | 452 | 11.9 | 3.1 | 46.0 | 38.9 |
| Teachers at my school communicate frequently to parents/caregivers about student progress. | 451 | 12.2 | 8.0 | 45.7 | 34.1 |
| Teachers and staff at my school have the opportunity for dialogue and planning across grades and subjects. | 450 | 12.2 | 10.2 | 46.0 | 31.6 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you have broadband Internet access where you live? | 450 | 14.9 | 85.1 |

Organizational Effectiveness

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I work in a positive, professional work environment. | 439 | 12.1 | 6.2 | 41.7 | 40.1 |
| My community superintendent fosters a collaborative work environment. | 437 | 12.1 | 6.4 | 43.0 | 38.4 |
| I receive the information I need to perform my job effectively. | 436 | 12.6 | 4.8 | 49.5 | 33.0 |

2018 BCPS Stakeholder Survey
 Appendix A – Results by Stakeholder Group

School Administrators (Total Responses = 484)

Organizational Effectiveness (continued)

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| Professional development offerings are relevant to my work. | 434 | 12.9 | 8.1 | 49.1 | 30.0 |
| I have opportunities for professional growth. | 434 | 11.5 | 7.6 | 41.5 | 39.4 |
| I have the tools, resources and technology to do my job. | 436 | 10.8 | 6.0 | 46.3 | 36.9 |
| My school has access to instructional technology needed for students to succeed. | 435 | 11.7 | 6.2 | 41.1 | 40.9 |

| Survey Item | Responses | Definitely Not (%) | Probably Not (%) | Probably Yes (%) | Definitely Yes (%) |
|--|-----------|--------------------|------------------|------------------|--------------------|
| Would you send your child to a school in our system or recommend schools in this system to another parent/caregiver? | 439 | 13.9 | 6.8 | 31.2 | 48.1 |
| Would you recommend our school system to a friend seeking employment? | 432 | 12.3 | 6.0 | 29.2 | 52.5 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|---|-----------|-------|-------|-------|-------|-------|
| What grade would you give BCPS for its performance/effectiveness? | 444 | 12.8 | 2.9 | 15.3 | 46.8 | 22.1 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Central Office Staff (Total Responses = 1,755)

Academics

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| BCPS has high expectations for the academic performance of all students. | 1,737 | 4.7 | 7.3 | 49.7 | 38.3 |
| I see how the work of my department contributes to students' college and career readiness. | 1,722 | 4.9 | 10.2 | 46.1 | 38.9 |
| Access to technology increases opportunities for making learning more personalized for students. | 1,723 | 4.5 | 6.7 | 48.9 | 39.9 |

Safety and Security

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| I feel safe and secure at work. | 1,702 | 5.8 | 10.3 | 44.8 | 39.1 |
| Individuals at my work location respect each other. | 1,699 | 6.8 | 12.9 | 47.1 | 33.2 |
| Safety procedures are followed at my work location. | 1,688 | 5.1 | 7.6 | 48.2 | 39.1 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you know how to respond during an emergency at work? | 1,695 | 9.9 | 90.1 |

Communications

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|---|-----------|-----------------------|--------------|-----------|--------------------|
| Communication in my department is open, clear, and timely. | 1,692 | 8.2 | 16.4 | 45.0 | 30.4 |
| I can talk openly with my supervisor(s) about work-related matters. | 1,691 | 5.8 | 9.2 | 41.2 | 43.9 |
| I am able to share my ideas and opinions with department/office leadership. | 1,680 | 5.5 | 11.8 | 42.3 | 40.4 |
| My supervisor provides performance feedback that is useful to me. | 1,678 | 6.8 | 10.3 | 42.1 | 40.8 |

| Survey Item | Responses | No (%) | Yes (%) |
|---|-----------|--------|---------|
| Do you have broadband Internet access where you live? | 1,615 | 10.8 | 89.2 |

2018 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Central Office Staff (Total Responses = 1,755)

Organizational Effectiveness

| Survey Item | Responses | Strongly Disagree (%) | Disagree (%) | Agree (%) | Strongly Agree (%) |
|--|-----------|-----------------------|--------------|-----------|--------------------|
| I work in a positive, professional work environment. | 1,657 | 6.1 | 11.7 | 49.2 | 33.0 |
| My job is important to this organization. | 1,662 | 3.1 | 3.3 | 40.3 | 53.3 |
| My supervisor fosters a collaborative work environment. | 1,653 | 5.6 | 10.0 | 42.1 | 42.3 |
| My professional performance is assessed objectively in my department. | 1,652 | 4.0 | 8.4 | 48.7 | 38.9 |
| Professional development offerings are relevant to my work. | 1,650 | 4.4 | 12.2 | 51.8 | 31.6 |
| I have opportunities for professional growth. | 1,658 | 6.8 | 12.6 | 48.1 | 32.5 |
| Overall, my supervisors are supportive of my professional growth. | 1,649 | 6.2 | 9.0 | 41.9 | 42.9 |
| Roles and responsibilities within my department are understood. | 1,656 | 6.0 | 12.3 | 48.8 | 32.9 |
| My office leadership has done a good job of translating the organization’s objectives into meaningful assignments for their employees. | 1,649 | 5.8 | 12.3 | 48.2 | 33.7 |
| I have the tools, resources and technology to do my job. | 1,654 | 5.5 | 11.4 | 47.1 | 36.0 |
| The workload expected of me is manageable. | 1,648 | 7.0 | 15.0 | 52.4 | 25.5 |
| I am provided the opportunity to apply my skills and abilities in my current job. | 1,644 | 3.4 | 6.0 | 51.5 | 39.1 |

| Survey Item | Responses | Definitely Not (%) | Probably Not (%) | Probably Yes (%) | Definitely Yes (%) |
|--|-----------|--------------------|------------------|------------------|--------------------|
| Would you recommend your department to someone seeking employment? | 1,653 | 5.4 | 11.8 | 38.1 | 44.6 |

| Survey Item | Responses | F (%) | D (%) | C (%) | B (%) | A (%) |
|--|-----------|-------|-------|-------|-------|-------|
| What grade would you give your department for its performance/effectiveness? | 1,652 | 3.1 | 5.6 | 17.6 | 35.5 | 38.3 |
| What grade would you give BCPS for its performance/effectiveness? | 1,644 | 3.6 | 6.4 | 25.3 | 41.5 | 23.1 |

2018 BCPS Stakeholder Survey

Appendix B – Student Participation Rate and Parent Participation by School

| School Name | Grades Surveyed | Student Participation Rate | Parent Participation for every 100 students |
|--------------------------------|-----------------|----------------------------|---|
| Arbutus ES | 3-5 | 100 | 10 |
| Arbutus MS | 6-8 | 100 | 9 |
| Baltimore Highlands ES | 3-5 | 100 | 5 |
| Battle Grove ES | 3-5 | 100 | 4 |
| Battle Monument | N/A | N/A | 3 |
| Bear Creek ES | 3-5 | 99.6 | 13 |
| Bedford ES | 3-5 | 100 | 16 |
| Berkshire ES | 3-5 | 95.5 | 6 |
| Campfield Early Learning | N/A | N/A | 14 |
| Carney ES | 3-5 | 96.9 | 9 |
| Carroll Manor ES | 3-5 | 85.3 | 14 |
| Carver Center Arts | 9-12 | 85.3 | 13 |
| Catonsville Alternative Center | 9-12 | 76.7 | 3 |
| Catonsville ES | 3-5 | 96.1 | 16 |
| Catonsville HS | 9-12 | 70 | 9 |
| Catonsville MS | 6-8 | 100 | 11 |
| Cedarmere ES | 3-5 | 100 | 5 |
| Chadwick ES | 3-5 | 100 | 9 |
| Chapel Hill ES | 3-5 | 100 | 13 |
| Charlesmont ES | 3-5 | 96.2 | 6 |
| Chase ES | 3-5 | 97.4 | 8 |
| Chatsworth | 3-5 | 97.9 | 12 |
| Chesapeake HS | 9-12 | 42.2 | 3 |
| Chesapeake Terrace ES | 3-5 | 100 | 33 |
| Church Lane ES | 3-5 | 94.8 | 10 |
| Cockeysville MS | 6-8 | 96.5 | 17 |
| Colgate ES | 3-5 | 100 | 4 |
| Cromwell ES | 3-5 | 100 | 17 |
| Crossroads Center | 7-8 | 81.4 | 4 |
| Crossroads Center | 9-12 | 95.7 | 4 |
| Deep Creek ES | 3-5 | 84.7 | 3 |
| Deep Creek MS | 6-8 | 60.9 | 5 |
| Deer Park ES | 3-5 | 93.8 | 17 |
| Deer Park MS | 6-8 | 75.3 | 5 |
| Dogwood ES | 3-5 | 85 | 9 |
| Dulaney HS | 9-12 | 49.1 | 12 |
| Dumbarton MS | 6-8 | 100 | 17 |
| Dundalk ES | 3-5 | 100 | 13 |
| Dundalk HS | 9-12 | 46.2 | 3 |
| Dundalk MS | 6-8 | 97.9 | 6 |
| Eastern Tech HS | 9-12 | 93.3 | 10 |
| Edgemere ES | 3-5 | 100 | 18 |
| Edmondson Heights ES | 3-5 | 100 | 11 |

2018 BCPS Stakeholder Survey

Appendix B – Student Participation Rate and Parent Participation by School

| School Name | Grades Surveyed | Student Participation Rate | Parent Participation for every 100 students |
|-----------------------|-----------------|----------------------------|---|
| Elmwood ES | 3-5 | 84.8 | 8 |
| Essex ES | 3-5 | 98.3 | 5 |
| Featherbed Lane ES | 3-5 | 90.9 | 3 |
| Fifth District ES | 3-5 | 100 | 15 |
| Fort Garrison ES | 3-5 | 97.6 | 18 |
| Franklin ES | 3-5 | 100 | 13 |
| Franklin HS | 9-12 | 69 | 8 |
| Franklin MS | 6-8 | 58.4 | 8 |
| Fullerton ES | 3-5 | 100 | 9 |
| General J Stricker MS | 6-8 | 93.8 | 6 |
| Glenmar ES | 3-5 | 81.7 | 10 |
| Glyndon ES | 3-5 | 93.8 | 7 |
| Golden Ring MS | 6-8 | 77.2 | 8 |
| Grange ES | 3-5 | 98.3 | 9 |
| Gunpowder ES | 3-5 | 100 | 26 |
| Halethorpe ES | 3-5 | 90.9 | 5 |
| Halstead Academy | 3-5 | 97.4 | 5 |
| Hampton ES | 3-5 | 100 | 18 |
| Harford Hills ES | 3-5 | 100 | 9 |
| Hawthorne ES | 3-5 | 73 | 4 |
| Hebbsville ES | 3-5 | 96.9 | 4 |
| Hereford HS | 9-12 | 75.8 | 9 |
| Hereford MS | 6-8 | 100 | 17 |
| Hernwood ES | 3-5 | 100 | 4 |
| Hillcrest ES | 3-5 | 100 | 14 |
| Holabird MS | 4-5 | 81.9 | 5 |
| Holabird MS | 6-8 | 71 | 5 |
| Jacksonville ES | 3-5 | 100 | 13 |
| Johnnycake ES | 3-5 | 84.4 | 10 |
| Joppa View ES | 3-5 | 98.4 | 12 |
| Kenwood HS | 9-12 | 17.2 | 5 |
| Kingsville ES | 3-5 | 100 | 23 |
| Lansdowne ES | 3-5 | 100 | 36 |
| Lansdowne HS | 9-12 | 83.9 | 3 |
| Lansdowne MS | 6-8 | 71.5 | 5 |
| Loch Raven Academy | 6-8 | 78 | 11 |
| Loch Raven HS | 9-12 | 53.6 | 9 |
| Logan ES | 3-5 | 95.2 | 5 |
| Lutherville Lab | 3-5 | 100 | 20 |
| Lyons Mill ES | 3-5 | 100 | 11 |
| Maiden Choice | N/A | N/A | 7 |
| Mars Estates ES | 3-5 | 99 | 9 |
| Martin Blvd ES | 3-5 | 100 | 29 |

2018 BCPS Stakeholder Survey

Appendix B – Student Participation Rate and Parent Participation by School

| School Name | Grades Surveyed | Student Participation Rate | Parent Participation for every 100 students |
|-------------------------------|-----------------|----------------------------|---|
| Mays Chapel ES | 3-5 | 96.8 | 14 |
| McCormick ES | 3-5 | 100 | 5 |
| Meadowood Center | 6-8 | 100 | 0 |
| Middle River MS | 6-8 | 98.9 | 5 |
| Middleborough ES | 3-5 | 96.9 | 13 |
| Middlesex ES | 3-5 | 93.4 | 14 |
| Milbrook ES | 3-5 | 100 | 10 |
| Milford Mill Academy | 9-12 | 40.6 | 4 |
| New Town ES | 3-5 | 97.6 | 6 |
| New Town HS | 9-12 | 70.1 | 3 |
| NW Academy of Health Sciences | 6-8 | 91.9 | 3 |
| Norwood ES | 3 | 100 | 12 |
| Oakleigh ES | 3-5 | 91.4 | 8 |
| Oliver Beach ES | 3-5 | 100 | 10 |
| Orems ES | 3-5 | 98.7 | 9 |
| Overlea HS | 9-12 | 89.8 | 6 |
| Owings Mills ES | 3-5 | 81.8 | 14 |
| Owings Mills HS | 9-12 | 66.1 | 4 |
| Padonia International ES | 3-5 | 100 | 17 |
| Parkville HS | 9-12 | 63.8 | 5 |
| Parkville MS | 6-8 | 84.6 | 10 |
| Patapsco HS | 9-12 | 63.9 | 5 |
| Perry Hall ES | 3-5 | 99.7 | 15 |
| Perry Hall HS | 9-12 | 46.6 | 9 |
| Perry Hall MS | 6-8 | 56.4 | 11 |
| Pikesville HS | 9-12 | 76.8 | 7 |
| Pikesville MS | 6-8 | 82.2 | 8 |
| Pine Grove ES | 3-5 | 100 | 13 |
| Pine Grove MS | 6-8 | 84.2 | 9 |
| Pinewood ES | 3-5 | 100 | 49 |
| Pleasant Plains ES | 3-5 | 85.4 | 9 |
| Pot Spring ES | 3-5 | 92.2 | 10 |
| Powhatan ES | 3-5 | 100 | 11 |
| Prettyboy ES | 3-5 | 76.7 | 21 |
| Randallstown ES | 3-5 | 99 | 11 |
| Randallstown HS | 9-12 | 59.9 | 4 |
| Red House Run ES | 3-5 | 100 | 14 |
| Reisterstown ES | 3-5 | 75.9 | 9 |
| Relay ES | 3-5 | 100 | 9 |
| Riderwood ES | 3-5 | 100 | 20 |
| Ridge Ruxton | N/A | N/A | 11 |
| Ridgely MS | 6-8 | 85.8 | 20 |
| Riverview ES | 3-5 | 85.4 | 3 |

2018 BCPS Stakeholder Survey

Appendix B – Student Participation Rate and Parent Participation by School

| School Name | Grades Surveyed | Student Participation Rate | Parent Participation for every 100 students |
|------------------------|-----------------|----------------------------|---|
| Rodgers Forge ES | 3-5 | 99.5 | 43 |
| Rosedale Center | 6-8 | 78.6 | 2 |
| Rosedale Center | 9-12 | 45 | 2 |
| Sandalwood ES | 3-5 | 97.6 | 5 |
| Sandy Plains ES | 3-5 | 90.2 | 5 |
| Scotts Branch ES | 3-5 | 86.6 | 4 |
| Seneca ES | 3-5 | 100 | 8 |
| Seven Oaks ES | 3-5 | 94.9 | 11 |
| Seventh District ES | 3-5 | 96.8 | 20 |
| Shady Spring ES | 3-5 | 87.9 | 3 |
| Sollers Point HS | 9-12 | 73.6 | 3 |
| Southwest Academy | 6-8 | 85.8 | 4 |
| Sparks ES | 3-5 | 98.9 | 17 |
| Sparrows Point HS | 9-12 | 83.1 | 9 |
| Sparrows Point MS | 6-8 | 100 | 10 |
| Stemmers Run MS | 6-8 | 62.6 | 6 |
| Stoneleigh ES | 3-5 | 100 | 27 |
| Sudbrook MS | 6-8 | 99.4 | 20 |
| Summit Park ES | 3-5 | 95 | 11 |
| Sussex ES | 3-5 | 67.6 | 5 |
| Timber Grove ES | 3-5 | 83.8 | 4 |
| Timonium ES | 3-5 | 94.3 | 15 |
| Towson HS | 9-12 | 83.7 | 9 |
| Victory Villa ES | 3-5 | 94.6 | 6 |
| Villa Cresta ES | 3-5 | 96.1 | 7 |
| Vincent Farm ES | 3-5 | 87.9 | 7 |
| Warren ES | 3-5 | 100 | 20 |
| Wellwood International | 3-5 | 97.4 | 9 |
| West Towson ES | 3-5 | 100 | 19 |
| Westchester ES | 3-5 | 87.2 | 14 |
| Western HS | 9-12 | 86.3 | 8 |
| Westowne ES | 3-5 | 92.4 | 7 |
| White Oak | N/A | N/A | 13 |
| Winand ES | 3-5 | 100 | 12 |
| Windsor Mill MS | 6-8 | 98.3 | 5 |
| Winfield ES | 3-5 | 91 | 8 |
| Woodbridge ES | 3-5 | 94.3 | 14 |
| Woodholme ES | 3-5 | 88.1 | 7 |
| Woodlawn HS | 9-12 | 71.4 | 4 |
| Woodlawn MS | 6-8 | 90.4 | 9 |
| Woodmoor ES | 3-5 | 83.3 | 7 |