

Report on the Baltimore County Public Schools 2017 Stakeholder Survey



Department of Research, Accountability, and Assessment

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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.

This is fourth year that BCPS has surveyed all stakeholders in a consistent and broad-reaching online format. The student, parent, and community member versions of the survey were translated into 15 languages.

Summary of Results

Participation

- Overall, the survey received a total of 81,019 responses across all stakeholder groups.
- Student participation in the survey was strong, particularly in elementary school where 98% of students in Grades 4 and 5 responded to the survey.
- There were 1,199 survey responses in translated languages from students, parents, and community members. Over three fourths 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 is low; only nine 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 Academic Aspirations, students 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 Belonging, elementary students 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 Student Support, students 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 Items and Blueprint 2.0 Performance Measures across Stakeholders

Academics

- Students, parents, school-based staff, and central office staff had high levels of agreement with a number of survey items that related to:
 - High academic expectations in BCPS
 - Access to technology increasing personalized learning opportunities for students
 - Teachers using technology to help meet academic needs of all students
- Parents, school-based staff, and central office staff 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 students feel safer at school by a meaningful margin compared to middle and high school students.
- Parents, school-based staff, school administrators, and central office staff had high perceptions of safety that mirrored those of elementary students.
- Students 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

- Parents expressed the most agreement that communication was open, clear, and timely while school-based staff, school administrators, and central office staff had slightly lower levels of agreement.
- Parents and school-based staff agreed the most that information and results data were available and easily accessible while community members expressed the least agreement.

Organizational Effectiveness

- Ratings of effectiveness for their school or department were high across all stakeholders.
- Ratings of the overall effectiveness for BCPS were highest among parents and central office staff members.

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

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The 2017 Baltimore County Public Schools (BCPS) Stakeholder Survey polled all facets of Team BCPS. The survey focused 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 30 through March 3, 2017. 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 first identified as one of eight stakeholder groups: students (Grades 4-12 were surveyed), 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

There were 81,019 survey responses in 2017 (see Table 1). While student and staff response rates 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 2017 Stakeholder Survey Responses by Stakeholder Group

Stakeholder Group	Response Number	Group Number	Response %
Elementary School Students (Grades 4-5)	17,450	17,774	98.2
Middle School Students	20,738	24,648	84.1
High School Students	22,427	31,302	71.6
Parents/Caregivers	10,102	n/a	n/a
Community Members	713	n/a	n/a
School Staff (teachers, department chairs, paraeducators, non-instructional staff)	7,813	n/a	n/a
School Administrators (principals and assistant principals)	504	445	n/a
Central Office Staff	1,272	n/a	n/a
Total	81,019		

Note. Student group numbers are based on enrollment at the end of the second quarter.

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, there were 1,199 responses received across all translated language (see Table 2). The most common language selected for a translation was Spanish which accounted for over three quarters of translated responses. The next most common languages were Arabic and Chinese which together accounted for ten percent 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	705	226	931	77.6
Arabic	54	8	62	5.2
Chinese	31	26	57	4.8
French	23	6	29	2.4
Russian	12	6	18	1.5
Korean	8	8	16	1.3
Vietnamese	13	1	14	1.2
Amharic	7	5	12	1.0
Gujarati	8	2	10	0.8
Uzbek	9	1	10	0.8
Burmese	7	2	9	0.8
Tagalog	8	1	9	0.8
Urdu	7	2	9	0.8
Nepalese	5	2	7	0.6
Yoruba	6	0	6	0.5
Total	903	296	1,199	100

Parent Participation

It has been difficult to comparatively assess parent participation across school levels or geographic areas without the availability of a response rate. To address this challenge, a parent participation metric was developed that provides the number of parent responses per 100 enrolled students. When viewed through this lens, it is clear that parent participation on the survey is low. In 2017, only nine 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 13 parent responses per 100 students. While this is over double the rate of the lowest region, it is still low. 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	14	10	9	7	10	10
Middle	14	8	13	6	6	10
High	12	4	4	4	5	6
Total	13	8	9	6	8	9

Domains of Student Perception

Since the survey was developed with a focus on *Blueprint 2.0*, all survey questions fall under one of the four goal areas. In an effort to develop a more thorough understanding of the underlying measures 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.

Moving forward, 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.

Highlights of Survey Results

Selected survey findings are presented below. Results by stakeholder group for every survey item are provided in the Appendix.

Student Results by Domain

Overall, students had high ratings on the Academic Aspirations domain (see Table 4). On average, students across levels agree with the items in this domain, indicating that they feel engaged and academically prepared as well as understand the importance of academic achievement while having high expectations for academic performance. While ratings for Academic Aspirations were high across student levels, elementary school students had the highest ratings and high school students had the lowest.

Table 4. Student Results on Academic Aspirations Domain

Survey Item	ES Students (% Agree)	MS Students (% Agree)	HS Students (% Agree)
Getting good grades is important to me. (ES)	96.9	96.1	95.2
I understand that getting a good education is important. (MS/HS)			
In school, I participate in class activities.	92.2	87.8	85.3
My teachers have high expectations for me to do well in school.	93.6	84.7	82.1
I am interested in my classes.	84.4	70.7	70.6
By the end of the year, I will be prepared to do well next year. (ES/MS)	94.2	89.2	
I pay attention in class.	90.8	88.9	87.5
My academic skills are improving. (MS/HS)		88.5	82
My school work requires me to think about how academic topics relate to real-life situations. (MS/HS)		68.6	57.5
By the time I complete middle school, I will be prepared for high school. (MS)		87.0	77.1
By the time I graduate, I will be prepared for college and/or a career. (HS)			

Student ratings on the Belonging domain differed between elementary and secondary levels (see Table 5). Positive student perceptions mean that students experience and witness peer relationships and interactions characterized by mutual respect, and also perceive their school environment as safe and welcoming. On average, elementary students agreed with the statements in this domain while secondary students had levels of agreement that were lower and more varied. In comparison to responses on the other domains, ratings for Belonging were the lowest across all levels.

Table 5. Student Results on Belonging Domain

Survey Item	ES Students (% Agree)	MS Students (% Agree)	HS Students (% Agree)
Most students do their best, even when their school work is difficult.	76.9	51.3	48.7
I feel safe at my school.	86.4	70	71.6
I feel like I can be myself when I am at school.	75.9	66.8	71.7
Students respect each other at my school.	70.6	35.1	41.3
Most students in my school are accepting of other students.	76.2	55.1	60.1
Most students in my school try to work out their disagreements with other students by talking to them.	59.9	37.2	39.3
I feel welcome at my school.	85.3	73.8	74.7
Most students in my school stop and think before doing anything when they get angry.	45.1	25.5	31.4

Student ratings on the Student Support domain were moderately high (see Table 6). On average, students across levels agree with the items in this domain, indicating that they experience interactions with adults at their school that are characterized by trust, care, and respect. This also means that there is positive two-way communication between teachers and students, with students generally feeling that teachers listen to their opinions and provide useful feedback. Across school levels, students in elementary school rated Student Support highest, while high school students rated it lowest. These trends across school levels are consistent with trends in school climate.¹

Table 6. Student Results on Student Support Domain

Survey Item	ES Students (% Agree)	MS Students (% Agree)	HS Students (% Agree)
Most adults at my school treat me with respect.	89.8	75.2	76.4
There is at least one adult at my school I can go to if I have a problem.	87.7	81.3	78.6
Most adults at my school care about me as a person.	91.4	76.6	71.3
My teachers listen to my ideas.	89.6	75.1	73.2
My teachers tell me how I do on my classwork, tests, and homework assignments.	87.6	81.1	76.4
My teachers talk to me about college and career choices. (ES)	50.8	68.3	72.4
My school gives me useful information about colleges and careers. (MS/HS)			

¹ Osher, D., Kendziora, K., & Chinen, M. (2008). *Student Connection Research: Final Narrative Report to the Spencer Foundation*. Washington, DC: American Institutes for Research.

Selected Survey Items and Blueprint 2.0 Measures 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

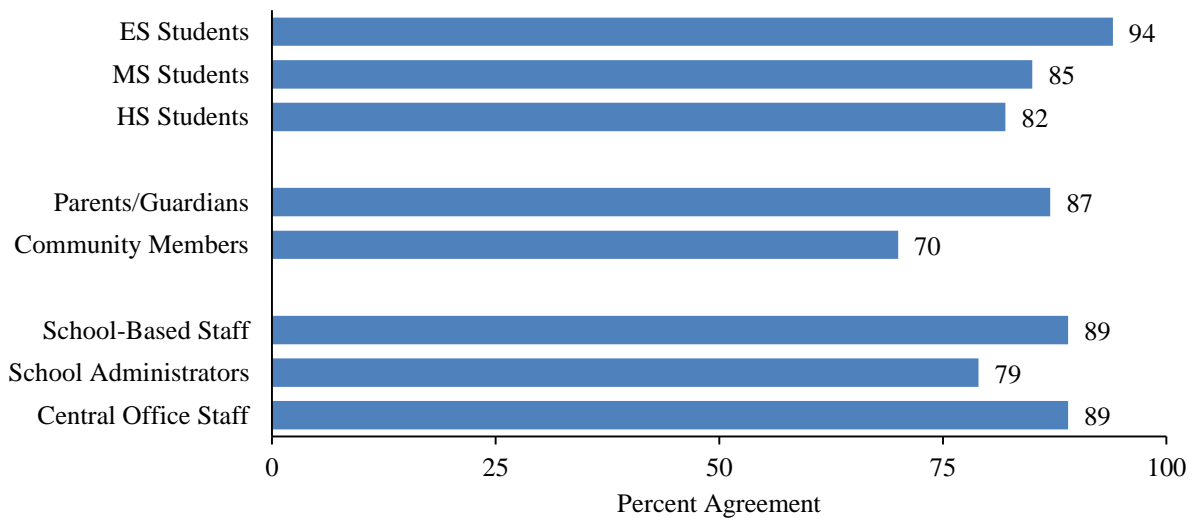
Every student will experience high academic achievement and continuous growth by participating in a rigorous instructional program designed to raise the academic bar and close achievement gaps so that every student will become a globally competitive citizen in a culturally diverse world.

To graduate all students globally competitive, BCPS has several strategies in place. High academic expectations are reflected in school progress planning, which now focuses on individual student growth instead of the average proficiency of student groups. Ensuring that each student is challenged is a foundation of the BCPS Teaching and Learning Framework, and is a focus of ongoing training on personalized learning. The Baltimore County Board of Education policy² on equity and equity leadership training are driving reforms that increase opportunity. Curriculum is aligned to more rigorous college and career readiness state standards in English language arts and mathematics. The system wide transformation to create learner-centered environments is using BCPS One to customize and personalize learning.

High Academic Expectations

Agreement that student academic expectations were high was similar for students, parents, school-based staff, and central office staff; fewer community members agreed.

Figure 1. Setting High Expectations



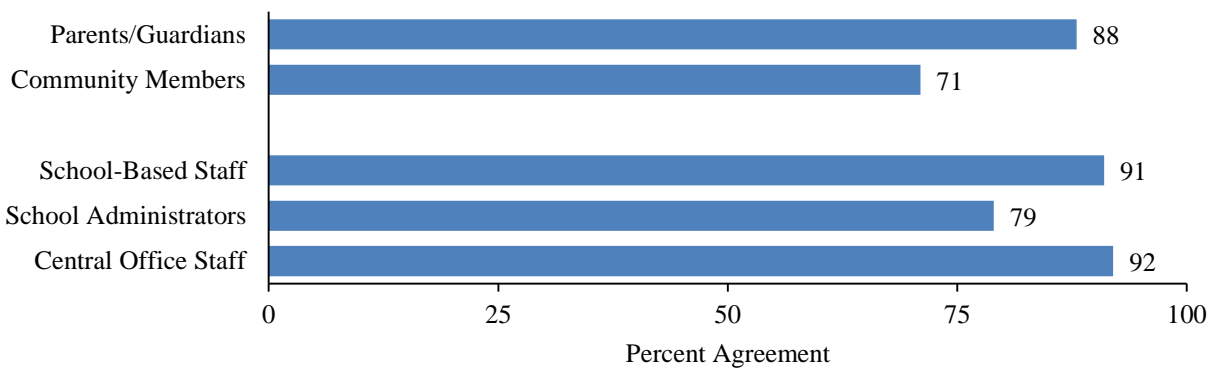
² Baltimore County Board of Education Policy 0100: Equity.

Stakeholder	Item
ES Students	My teachers have high expectations for me to do well in school.
MS and HS Students	My teachers set high standards for learning in their classes.
Parents/Caregivers	The school sets high academic standards.
Community Members	BCPS sets high academic standards.
School Staff	My school has high expectations for the academic performance of all students.
School Administrators and Central Office Staff	BCPS has high expectations for the academic performance of all students.

Personalized Learning

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

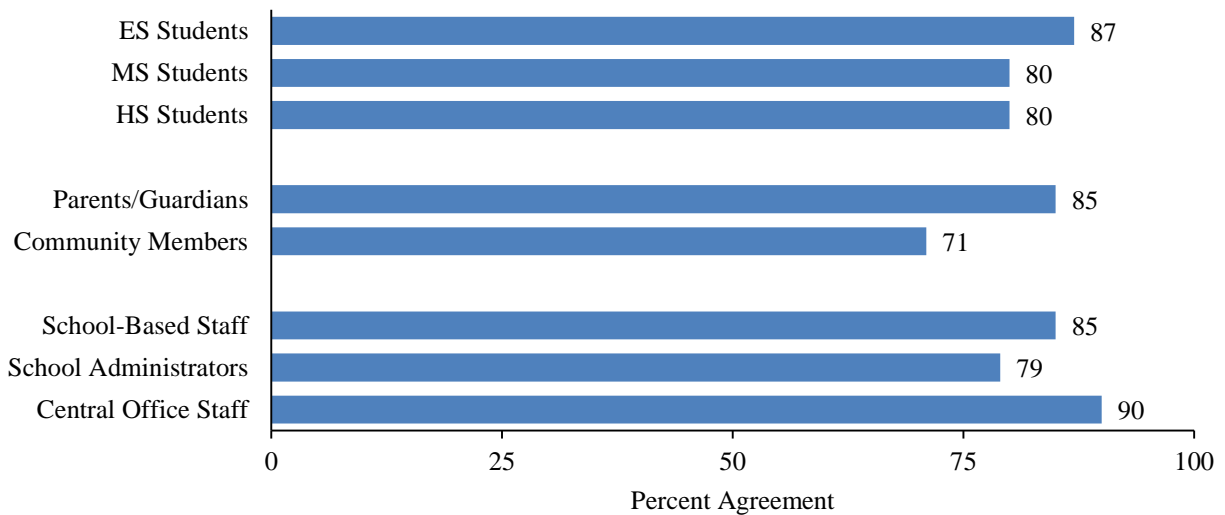
Figure 2. Personalized Learning.



Access to Technology

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

Figure 3. Access to Technology

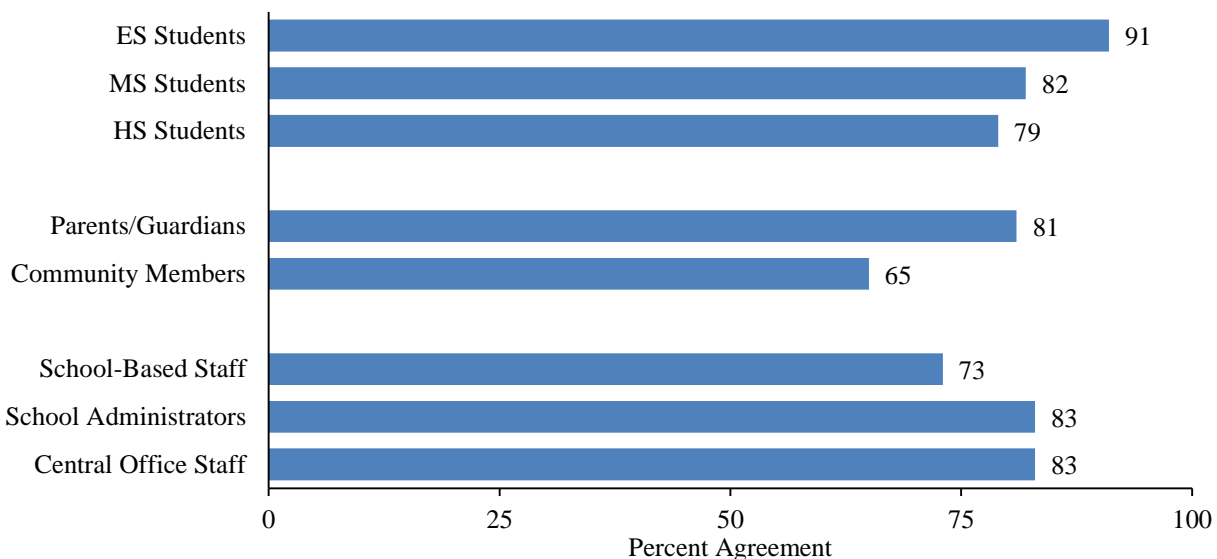


Stakeholder	Item
All Students	Access to technology increases opportunities to make learning more personalized for me.
Parents/Caregivers, Community Members, School Staff and Administrators, and Central Office Staff	Access to technology increases opportunities for making learning more personalized for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

Teacher Use of Technology

Students, parents, school administrators, and central office staff had similarly high levels of agreement that teachers can use technology to meet the academic needs of all students.

Figure 4. 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 Staff and Administrators, and Central Office Staff	Teachers are able to use technology to meet the academic needs of all students.

Goal 2: Safety and Security

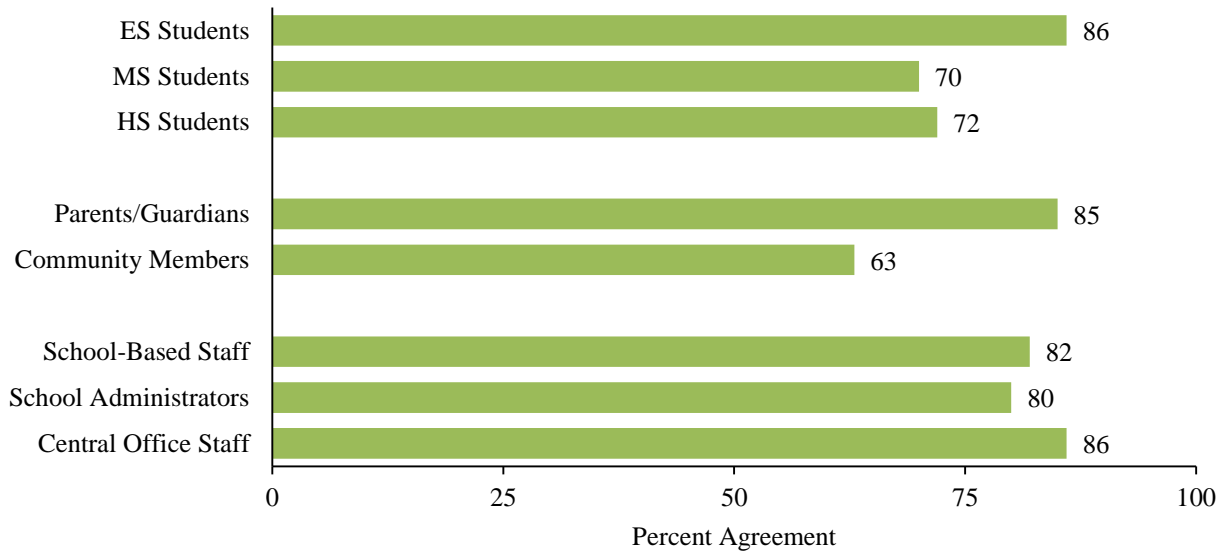
Every school and office will be safe and secure, promote individual well-being, and provide positive, respectful, and caring environments for teaching, learning, and working.

Safety and security are a priority for ensuring high levels of teaching and learning. Systemwide strategies include controlled building access, visitor identification and screening, safety and security plans, and security equipment as well as staff training and partnering with the Baltimore County Police Department. BCPS also implements mentoring initiatives, character education, online bullying reporting, and student-led bullying prevention.

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, but those of community members were the lowest.

Figure 5. Safety at School and Work

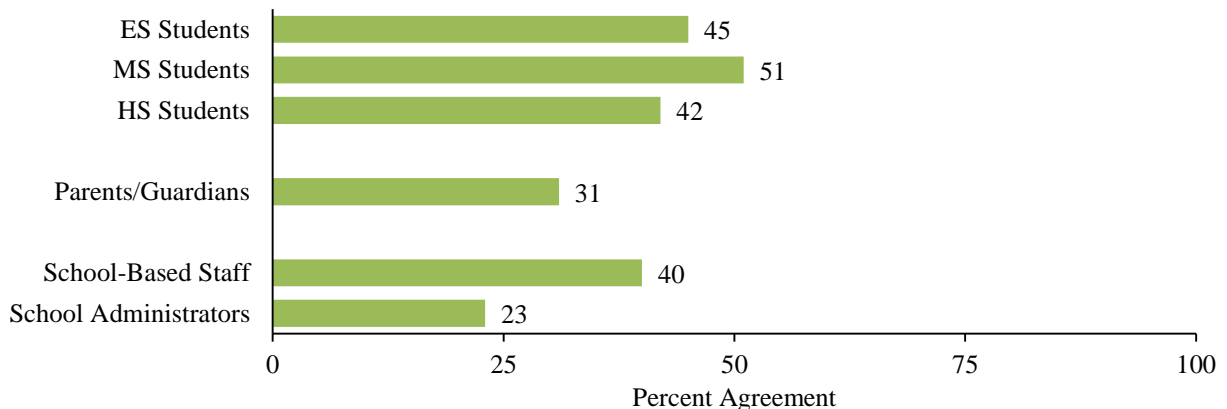


Stakeholder	Item
All Students	I feel safe at my school.
Parents/Caregivers	The school is safe and secure.
Community Members	BCPS schools are safe.
All Staff	I feel safe and secure at work.

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 percent. School administrators expressed the least agreement.

Figure 6. Bullying Is a Problem



Goal 3: Communication

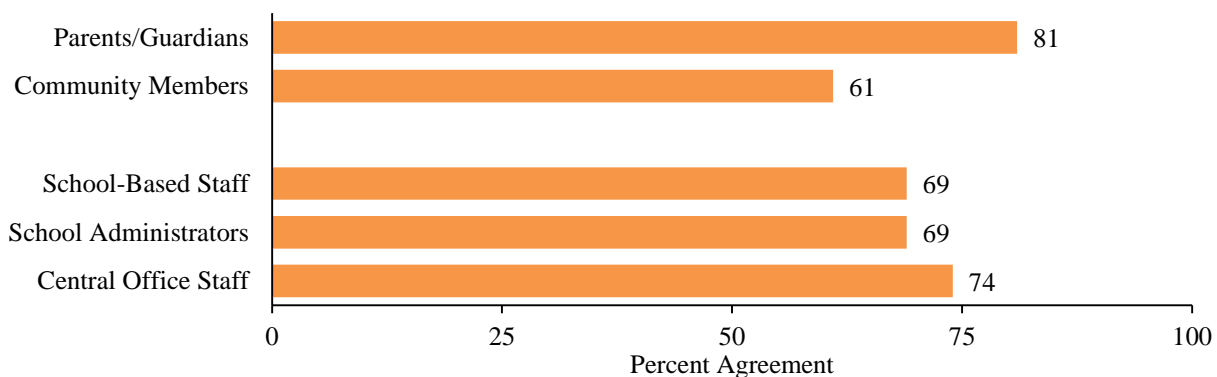
Every stakeholder will experience clear, timely, honest, transparent, and widely available communication about system initiatives and activities that engages them in building a culture of trust through action and establishes BCPS as a world-class school system.

BCPS outreach engages the entire community to support student success. BCPS has expanded face-to-face outreach and online tools such as a mobile app, blog, e-newsletter, and meetings that are live-streamed and video archived. Parent University supports parents through in-person and online resources. The website was redesigned and social media tools are used more often. Schools build relationships with families with support from the Office of Family and Community Engagement. Feedback about student and staff progress informs continuous improvement efforts.

Open, Clear, and Timely Communication (Blueprint 2.0 performance measure)

Parents expressed the most agreement that communication was open, clear, and timely while community members had the least. School and central office staff had similar levels of agreement.

Figure 7. Open, Clear, and Timely Communication

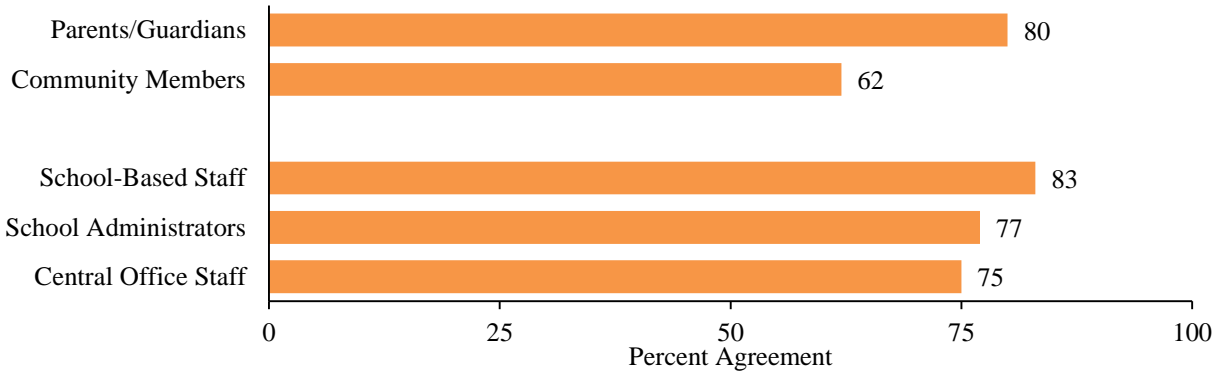


Stakeholder	Item
Parents/Caregivers and Community Members	Communication to and from the school system is open, clear, and timely.
School Staff	Communication at my school is open, clear, and timely.
School Administrator	Communication in our system is open, clear, and timely.
Central Office Staff	Communication in my department is open, clear, and timely.

Information and Results Data (Blueprint 2.0 performance measure)

Parents and school-based staff agreed the most that information and results data were available and easily accessible while community members agreed the least.

Figure 8. Information and results data are available and easily accessible.



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 are driven by a performance management program through which staff set measurable goals and document progress. Supporting the professional growth of every employee is a priority. Strategies are underway to prepare school staff for leadership positions, to offer career ladders that keep excellent teachers in the classroom, and to provide leadership training to those working in central offices.

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

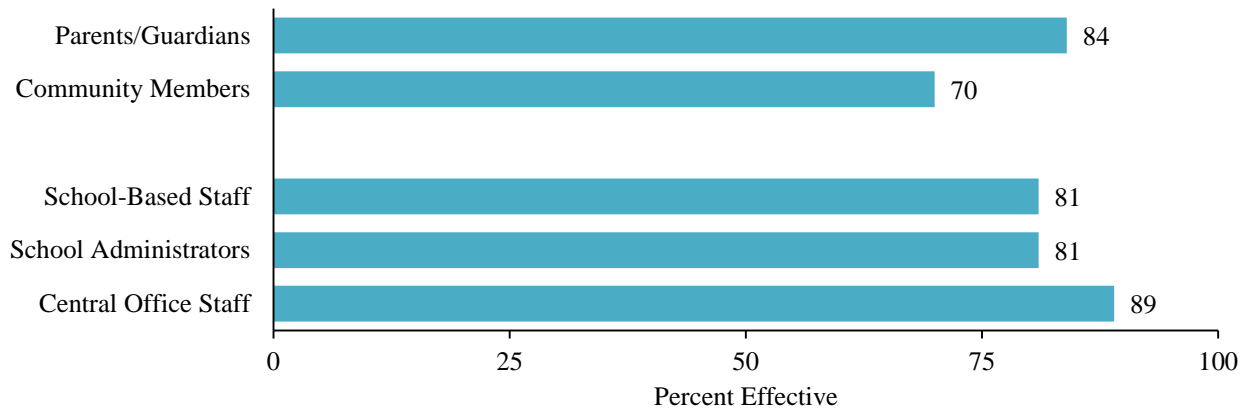
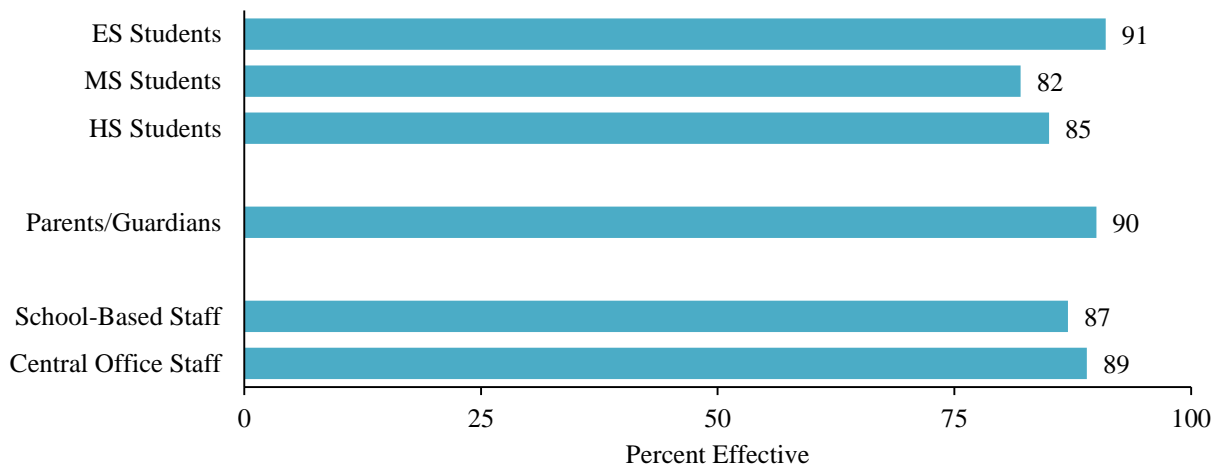


Figure 10. Graded School/Department as Effective (A, B, or C)



Elementary School Students (Total Responses = 17,450)

Academic Aspirations

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Getting good grades is important to me.	17,339	1.8	1.3	21.4	75.5
In school, I participate in class activities.	16,999	2.1	5.7	50.9	41.3
My teachers have high expectations for me to do well in school.	17,091	2.4	4.0	36.0	57.6
I am interested in my classes.	17,080	4.5	11.1	48.7	35.7
By the end of the year, I will be prepared to do well next year.	17,047	2.1	3.6	33.4	60.8
I pay attention in class.	17,058	2.1	7.1	54.6	36.2

Belonging

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most students do their best, even when their school work is difficult.	17,128	5.9	17.2	49.9	27.0
I feel safe at my school.	16,874	5.2	8.4	37.4	49.0
I feel like I can be myself when I am at school.	16,753	7.8	16.3	40.4	35.5
Students at my school treat me with respect.	16,683	9.0	20.4	48.8	21.8
Most students in my school are accepting of other students.	16,642	7.8	16.0	51.1	25.1
Most students in my school try to work out their disagreements with other students by talking to them.	16,473	13.9	26.2	43.3	16.6
I feel welcome at my school.	16,465	5.4	9.3	40.0	45.3
Most students in my school stop and think before doing anything when they get angry.	16,423	20.4	34.5	35.0	10.1

Elementary School Students (Total Responses = 17,450)

Student Support

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most adults at my school treat me with respect.	16,741	3.5	6.7	39.1	50.7
There is at least one adult at my school I can go to if I have a problem.	16,698	5.5	6.8	26.9	60.8
Most adults at my school care about me as a person.	16,650	3.3	5.3	42.6	48.8
My teachers listen to my ideas.	16,555	3.7	6.6	49.5	40.1
My teachers tell me how I do on my classwork, tests, and homework assignments.	16,424	3.8	8.5	44.0	43.6
My teachers talk to me about college and career choices.	16,354	19.8	29.5	32.6	18.2

Additional Questions

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
My school work is challenging.	17,008	4.3	23.8	58.1	13.7
Access to technology increases opportunities to make learning more personalized for me.	17,033	3.4	9.6	43.8	43.1
My teachers are able to use technology to meet my academic needs.	17,021	3.0	6.4	46.3	44.2
Bullying is a problem at this school.	16,713	26.8	28.4	21.2	23.6
I am proud to be a student at this school.	16,285	6.2	6.6	34.0	53.2

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond to an emergency at school?	15,988	5.5	94.5
Do you have internet access where you live?	16,001	7.5	92.5

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	16,399	4.3	4.3	14.5	34.8	42.1

Middle School Students (Total Responses = 20,738)

Academic Aspirations

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I understand that getting a good education is important.	20,671	2.9	1.0	20.0	76.1
In school, I participate in class activities.	20,330	3.7	8.4	57.8	30.0
My teachers set high standards for learning in their classes.	20,481	4.9	10.5	53.8	30.9
I am interested in my classes.	20,526	8.0	21.3	52.3	18.4
By the end of the year, I will be prepared to do well next year.	20,554	4.2	6.7	48.0	41.2
I pay attention in class.	20,538	3.5	7.6	58.7	30.2
My academic skills are improving.	20,442	3.5	8.0	53.5	35.0
My school work requires me to think about how academic topics relate to real-life situations.	20,558	8.9	22.5	46.8	21.8
By the time I complete middle school, I will be prepared for high school.	20,560	4.6	8.4	48.7	38.3

Belonging

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most students do their best, even when their school work is difficult.	20,556	14.0	34.7	39.0	12.3
I feel safe at my school.	20,238	11.6	18.3	48.7	21.3
I feel like I can be myself when I am at school.	20,175	12.4	20.7	43.9	22.9
Students respect each other at my school.	20,154	27.8	37.1	28.5	6.6
Most students in my school are accepting of other students.	20,080	18.1	26.8	43.2	11.9
Most students in my school try to work out their disagreements with other students by talking to them.	19,770	28.6	34.2	29.7	7.5
I feel welcome at my school.	19,746	9.9	16.3	54.4	19.4
Most students in my school stop and think before doing anything when they get angry.	19,735	35.4	39.1	20.0	5.5

Middle School Students (Total Responses = 20,738)

Student Support

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most adults at my school treat me with respect.	20,199	9.6	15.2	47.9	27.3
There is at least one adult at my school I can go to if I have a problem.	20,111	9.0	9.7	40.4	40.9
Most adults at my school care about me as a person.	20,096	8.9	14.6	51.5	25.1
My teachers listen to my ideas.	19,808	8.4	16.5	57.2	17.9
My teachers tell me how I do on my classwork, tests, and homework assignments.	19,757	6.4	12.4	53.6	27.5
My school gives me useful information about colleges and careers.	19,668	11.2	20.5	45.5	22.8

Additional Questions

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am given challenging work at my school.	20,513	3.9	12.0	62.2	22.0
Access to technology increases opportunities to make learning more personalized for me.	20,517	6.7	13.5	44.8	35.0
My teachers are able to use technology to meet my academic needs.	20,494	6.0	12.3	51.5	30.2
Bullying is a problem at this school.	20,098	14.7	34.5	29.1	21.7
I am proud to be a student at this school.	19,606	12.3	15.6	47.0	25.2

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond to an emergency at school?	19,781	6.9	93.1
Do you have internet access where you live?	19,333	6.2	93.8

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	19,740	8.6	9.0	29.1	37.2	16.1

High School Students (Total Responses = 22,427)

Academic Aspirations

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I understand that getting a good education is important.	22,355	3.2	1.6	24.6	70.6
In school, I participate in class activities.	22,066	4.2	10.6	60.7	24.6
My teachers set high standards for learning in their classes.	22,188	4.9	13.0	58.8	23.3
I am interested in my classes.	22,276	7.4	22.0	56.0	14.6
I pay attention in class.	22,225	3.6	8.8	65.6	21.9
My academic skills are improving.	22,146	4.5	13.4	57.3	24.7
My school work requires me to think about how academic topics relate to real-life situations.	22,252	14.4	28.1	42.6	14.9
By the time I graduate, I will be prepared for college and/or a career.	22,263	7.6	15.3	49.4	27.7

Belonging

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most students do their best, even when their school work is difficult.	22,247	14.2	37.1	39.3	9.4
I feel safe at my school.	21,995	11.0	17.4	54.2	17.4
I feel like I can be myself when I am at school.	21,948	10.1	18.2	50.5	21.2
Students respect each other at my school.	21,914	23.4	35.3	34.4	6.9
Most students in my school are accepting of other students.	21,892	14.6	25.4	48.8	11.3
Most students in my school try to work out their disagreements with other students by talking to them.	21,649	25.5	35.2	33.1	6.2
I feel welcome at my school.	21,626	8.5	16.8	60.8	13.9
Most students in my school stop and think before doing anything when they get angry.	21,588	30.3	38.3	25.9	5.5

High School Students (Total Responses = 22,427)

Student Support

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most adults at my school treat me with respect.	21,953	8.3	15.3	54.7	21.7
There is at least one adult at my school I can go to if I have a problem.	21,910	8.5	12.8	47.8	30.8
Most adults at my school care about me as a person.	21,888	9.1	19.6	53.9	17.4
My teachers listen to my ideas.	21,696	8.2	18.6	60.5	12.7
My teachers tell me how I do on my classwork, tests, and homework assignments.	21,645	7.1	16.5	57.2	19.2
My school gives me useful information about colleges and careers.	21,559	9.1	18.5	51.3	21.1

Additional Questions

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am given challenging work at my school.	22,218	3.6	10.3	60.2	26.0
Access to technology increases opportunities to make learning more personalized for me.	22,218	6.3	13.9	50.9	28.8
My teachers are able to use technology to meet my academic needs.	22,208	6.5	14.7	57.3	21.5
Bullying is a problem at this school.	21,859	15.1	43.3	28.7	12.9
I am proud to be a student at this school.	21,444	11.6	17.3	51.2	19.9

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond to an emergency at school?	21,555	10.9	89.1
Do you have internet access where you live?	20,912	6.3	93.7

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	21,614	6.0	8.9	32.4	38.5	14.2

Parents/Caregivers (Total Responses = 10,102)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
The school sets high academic standards.	10,046	3.8	9.0	52.4	34.8
My child does work that prepares him/her for the next academic year.	10,023	3.3	8.1	55.4	33.3
The school's academic program prepares students for college and career.	9,908	4.5	14.6	54.6	26.3
The school challenges students to maximize their potential.	9,996	5.1	15.5	49.6	29.7
The school provides its students with a high quality education.	9,993	4.5	12.0	50.0	33.4
I am satisfied with the instruction my child receives at this school.	10,008	5.8	15.2	47.4	31.5
Making learning more personalized for students helps teachers to meet the academic needs of all students.	10,000	4.1	8.0	47.7	40.3
Access to technology increases opportunities for making learning more personalized for students.	10,001	4.8	10.3	46.4	38.5
Teachers are able to use technology to meet the academic needs of all students.	9,952	5.3	13.9	50.6	30.2

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
This school is safe and secure.	9,997	5.8	9.3	48.3	36.6
Students respect each other at this school.	9,956	8.4	16.5	52.2	22.9
My child is treated with respect at this school.	9,963	5.0	9.7	53.9	31.4
Bullying is a problem at this school.	9,865	18.7	50.6	20.9	9.9

Survey Item	Responses	No (%)	Yes (%)
In case of an emergency, do you know the procedures at this school?	9,841	33.0	67.0

Parents/Caregivers (Total Responses = 10,102)

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication to and from the school system is open, clear, and timely.	9,882	6.1	13.2	49.2	31.4
Information and results data are available and easily accessible.	9,816	4.8	15.6	53.9	25.7
I feel welcome at my child's school.	9,874	3.9	7.4	47.4	41.3
The school provides opportunities for two-way communication.	9,824	3.6	8.8	52.5	35.1
I know how to get school information when I need it.	9,851	2.6	9.7	52.9	34.8
School staff return phone calls or e-mails in a timely manner.	9,820	5.1	9.6	48.4	36.9
I am satisfied with the quality of information about my child's academic and social progress.	9,844	5.2	15.4	48.3	31.0
Communication to and from my child's school is easy to understand.	9,825	3.3	8.2	53.6	34.9

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	9,725	5.6	94.4

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.	9,761	4.8	13.5	49.9	31.8
I am satisfied with the principal's leadership at my child's school.	9,714	7.2	9.9	45.1	37.8
I am satisfied with school improvement planning at my child's school.	9,511	7.5	15.4	52.5	24.5
I am satisfied with the superintendent's leadership and vision.	9,577	15.3	18.9	46.2	19.6
Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges.	9,580	6.8	16.3	53.3	23.6

Parents/Caregivers (Total Responses = 10,102)

Organizational Effectiveness (continued)

Survey Item	Responses	Definitely Not (%)	Probably Not (%)	Probably Yes (%)	Definitely Yes (%)
Would you recommend this school to other parents/caregivers?	9,718	6.8	11.0	33.2	49.0

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your child's school for its performance/effectiveness?	9,762	3.9	6.2	15.8	34.5	39.6
What grade would you give BCPS for its performance/effectiveness?	9,689	6.0	9.7	23.9	39.1	21.3

Community Members (Total Responses = 713)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS sets high academic standards.	687	10.9	19.5	51.5	18.0
BCPS' academic program prepares students for college and career.	685	12.0	22.3	48.0	17.7
BCPS challenges students to maximize their potential.	686	11.8	25.9	46.6	15.6
BCPS provides its students with a high quality education.	685	11.2	23.6	48.5	16.6
Making learning more personalized for students helps teachers to meet the academic needs of all students.	686	11.2	17.8	42.6	28.4
Access to technology increases opportunities for making learning more personalized for students.	689	12.3	16.4	43.1	28.2
Teachers are able to use technology to meet the academic needs of all students.	685	13.9	21.6	45.4	19.1

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS schools are safe.	687	13.5	23.4	46.9	16.2

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication to and from the school system is open, clear, and timely.	648	11.6	27.5	44.4	16.5
Information and results data are available and easily accessible.	649	10.0	27.6	45.5	16.9
The school system provides opportunities for two-way communication.	641	11.9	25.3	47.3	15.6
I know how to get school information when I need it.	648	8.2	17.9	52.8	21.1

Community Members (Total Responses = 713)

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am satisfied with the superintendent's leadership and vision.	639	26.0	23.3	33.2	17.5
Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges.	634	16.7	30.3	38.3	14.7

Survey Item	Responses	Definitely Not (%)	Probably Not (%)	Probably Yes (%)	Definitely Yes (%)
Would you recommend BCPS to others?	643	14.5	21.0	39.7	24.9

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give BCPS for its performance/effectiveness?	651	12.1	18.0	26.9	27.3	15.7

School Staff (Total Responses = 7,813)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
My school has high expectations for the academic performance of all students.	7,767	2.8	7.9	47.8	41.5
The academic program at my school is designed to meet the needs of all students.	7,758	4.5	17.0	50.7	27.7
I see how my work contributes to students' college and career readiness.	7,692	2.6	10.1	52.6	34.7
Adults in my school believe that all students have the ability to achieve.	7,728	3.0	13.7	49.4	34.0
Additional instructional supports from our school system are available to students who need them.	7,723	7.4	20.5	48.5	23.5
I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices.	7,649	14.0	26.5	42.4	17.0
Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices.	7,643	3.3	12.7	55.3	28.7
Making learning more personalized for students helps teachers to meet the academic needs of all students.	7,683	2.5	6.0	52.9	38.5
Access to technology increases opportunities for making learning more personalized for students.	7,707	3.7	11.7	50.9	33.7
Teachers are able to use technology to meet the academic needs of all students.	7,702	4.9	15.4	49.7	30.0

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I feel safe and secure at work.	7,704	5.2	12.7	44.4	37.8
Adults at my school respect each other.	7,683	3.6	12.6	51.2	32.6
Additional behavioral supports are available from our school system for students who need them.	7,669	12.5	22.8	43.6	21.1
Students at my school respect each other.	7,683	14.2	30.0	45.4	10.4
Discipline policies and procedures are implemented consistently at my school.	7,643	18.9	30.2	36.5	14.4
Bullying is a problem at this school.	7,640	14.8	45.6	29.9	9.7

School Staff (Total Responses = 7,813)

Safety and Security (continued)

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at work?	7,417	3.9	96.1

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication at my school is open, clear, and timely.	7,596	8.1	22.9	49.2	19.8
Information and results data are available and easily accessible.	7,528	3.3	13.6	59.2	24.0
I can talk openly with my school administrators about school-related matters.	7,597	6.8	14.3	45.1	33.8
I am able to share my ideas and opinions with my school administrators.	7,594	6.2	13.9	47.1	32.9
My supervisor provides performance feedback that is useful to me.	7,571	5.1	11.2	51.0	32.7
My school encourages parent/caregiver involvement.	7,567	2.2	7.2	55.1	35.5
Teachers at my school communicate frequently to parents/caregivers about student progress.	7,544	1.7	6.3	57.6	34.4
Teachers and staff at my school have the opportunity for dialogue and planning across grades and subjects.	7,508	7.8	22.6	48.0	21.6

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	7,453	5.7	94.3

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I work in a positive, professional work environment.	7,507	5.8	16.4	50.5	27.3
My school administration fosters a collaborative work environment.	7,476	5.7	14.6	49.4	30.4
I receive the information I need to perform my job effectively.	7,495	4.5	13.4	55.3	26.8

School Staff (Total Responses = 7,813)

Organizational Effectiveness (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Professional development offerings are relevant to my work.	7,463	7.2	18.7	51.6	22.5
I have opportunities for professional growth.	7,452	3.6	10.2	58.2	28.1
I have the tools, resources and technology to do my job.	7,495	4.7	13.5	55.1	26.7
Students at my school have access to instructional technology needed to succeed.	7,458	3.2	10.1	55.2	31.5
The number of students assigned to me is manageable.	7,318	10.1	18.7	49.3	21.9

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?	7,477	15.8	22.5	35.0	26.7
Would you recommend this school to a friend seeking employment?	7,445	9.6	17.9	39.6	32.9

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	7,511	2.9	10.1	25.5	37.4	24.2
What grade would you give BCPS for its performance/effectiveness?	7,474	5.0	14.1	35.5	35.3	10.1

School Administrators (Total Responses = 504)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS has high expectations for the academic performance of all students.	496	17.9	2.6	32.5	47.0
The academic program in our school system is designed to meet the needs of all students.	494	18.4	12.3	44.9	24.3
I see how my work contributes to students' college and career readiness.	493	18.5	2.6	34.5	44.4
Adults in our school system believe that all students have the ability to achieve.	496	18.3	11.7	50.0	20.0
Additional instructional supports from our school system are available to students who need them.	494	19.0	15.2	48.8	17.0
I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices.	496	20.2	19.2	43.3	17.3
Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices.	495	17.0	10.1	46.5	26.5
Making learning more personalized for students helps teachers to meet the academic needs of all students.	496	17.7	2.8	34.1	45.4
Access to technology increases opportunities for making learning more personalized for students.	495	17.2	4.2	39.4	39.2
Teachers are able to use technology to meet the academic needs of all students.	495	17.8	9.3	44.8	28.1

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I feel safe and secure at work.	490	18.8	1.6	30.0	49.6
Adults at my school respect each other.	486	17.7	7.0	44.2	31.1
Additional behavioral supports are available from our school system for students who need them.	489	22.9	23.5	39.5	14.1
Students at my school respect each other.	488	19.3	9.0	55.7	16.0
Discipline policies and procedures are implemented consistently at my school.	490	17.8	5.7	44.1	32.4
Bullying is a problem at this school.	492	29.1	47.6	13.2	10.2

School Administrators (Total Responses = 504)

Safety and Security (continued)

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at work?	461	17.1	82.9

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication in our system is open, clear, and timely.	480	19.6	11.7	46.5	22.3
Information and results data are available and easily accessible.	479	17.3	5.8	50.5	26.3
I can talk openly with the community superintendents about school-related matters.	479	17.5	9.0	33.6	39.9
I am able to share my ideas and opinions with school system administrators.	479	17.1	6.9	41.5	34.4
Community superintendents provide performance feedback that is useful to me.	475	17.5	11.6	41.1	29.9
BCPS encourages parent/caregiver involvement.	475	16.2	5.1	39.4	39.4
Teachers at my school communicate frequently to parents/caregivers about student progress.	479	17.5	7.7	44.1	30.7
Teachers and staff at my school have the opportunity for dialogue and planning across grades and subjects.	475	18.3	8.6	42.3	30.7

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	466	15.2	84.8

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I work in a positive, professional work environment.	464	17.7	5.4	40.3	36.6
My community superintendent fosters a collaborative work environment.	463	16.6	3.9	37.4	42.1
I receive the information I need to perform my job effectively.	464	15.5	5.2	48.5	30.8

School Administrators (Total Responses = 504)

Organizational Effectiveness (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Professional development offerings are relevant to my work.	465	15.9	7.5	50.5	26.0
I have opportunities for professional growth.	465	15.5	6.2	45.6	32.7
I have the tools, resources and technology to do my job.	465	15.5	4.5	47.1	32.9
My school has access to instructional technology needed for students to succeed.	466	16.7	4.7	40.8	37.8

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?	462	16.0	4.1	26.4	53.5
Would you recommend our school system to a friend seeking employment?	457	16.0	5.3	23.9	54.9

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give BCPS for its performance/effectiveness?	466	16.5	2.4	12.2	47.6	21.2

Central Office Staff (Total Responses = 1,272)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS has high expectations for the academic performance of all students.	1,251	4.4	6.2	48.3	41.1
The academic program in our school system is designed to meet the needs of all students.	1,239	6.2	16.5	50.6	26.7
I see how the work of my department contributes to students' college and career readiness.	1,237	5.0	9.7	44.5	40.8
Making learning more personalized for students helps teachers to meet the academic needs of all students.	1,231	4.1	4.1	45.2	46.5
Access to technology increases opportunities for making learning more personalized for students.	1,235	4.1	5.7	45.0	45.2
Teachers are able to use technology to meet the academic needs of all students.	1,224	5.3	12.0	55.7	27.0

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I feel safe and secure at work.	1,241	5.2	8.5	41.7	44.6
Individuals in this department respect each other.	1,219	8.3	11.4	44.0	36.3

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at work?	1,249	9.0	91.0

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication in my department is open, clear, and timely.	1,220	9.3	17.0	42.5	31.1
Information and results data are available and easily accessible.	1,204	7.0	18.1	48.2	26.7
I can talk openly with my supervisor(s) about work-related matters.	1,211	7.8	7.5	34.1	50.6

Central Office Staff (Total Responses = 1,272)

Communications (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am able to share my ideas and opinions with department leadership.	1,208	7.0	10.8	37.5	44.7
My supervisor provides performance feedback that is useful to me.	1,208	8.0	11.9	38.8	41.2

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	1,150	8.3	91.7

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I work in a positive, professional work environment.	1,208	6.9	11.6	45.6	35.9
My supervisor fosters a collaborative work environment.	1,201	7.5	10.4	38.7	43.4
I receive the information I need to perform my job effectively.	1,205	6.2	12.4	47.1	34.4
Professional development offerings are relevant to my work.	1,194	6.8	15.7	46.5	31.1
I have opportunities for professional growth.	1,197	7.6	14.3	45.4	32.7
I have the tools, resources and technology to do my job.	1,201	6.6	9.8	48.4	35.2
The workload expected of me is manageable.	1,204	9.0	15.0	52.2	23.9

Survey Item	Responses	Definitely Not (%)	Probably Not (%)	Probably Yes (%)	Definitely Yes (%)
Would you recommend your department to a friend seeking employment?	1,194	6.9	12.7	38.6	41.8

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your department for its performance/effectiveness?	1,211	4.5	6.1	17.1	36.0	36.3
What grade would you give BCPS for its performance/effectiveness?	1,200	4.5	6.5	25.1	43.7	20.3