

Report on the Baltimore County Public Schools 2019 Stakeholder Survey



Division 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.

Summary of Results

Participation

- Overall, the survey received a total of 79,935 responses across all stakeholder groups.
- Student participation in the survey relatively high, particularly in elementary schools where 90% of students responded to the survey.
- There were 1,575 survey responses in translated languages from students, parents, and community members. Over 70% 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 9 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. Three student survey items, added this year, were included in the Belonging domain.
- 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
- Student, parent, and school-based staff respondents also agreed at high levels that teachers are able to use technology to meet students' academic needs.

Safety and Security

- Elementary school respondents feel safer at school by a meaningful margin compared to middle and high school students.
- More than half of all student respondents reported witnessing other students bullying; however only a quarter reported being bullied themselves. Reported personal experiences of bullying are highest among elementary students and witnessing bullying is highest among middle school students.
- Parent and all BCPS staff respondents had very positive perceptions of school/workplace safety.
- Parent and school-based staff respondents perceive bullying to be a problem at higher levels than school administrators.

Communication

- Among student respondents, elementary students expressed the most agreement that they feel welcome at schools while middle and high school students had lower levels of agreement.
- Overall, parent, school-based staff, and school administrator respondents agreed that BCPS schools encourage parent involvement.

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 and student and parent participation, by school are provided in Appendix B.

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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 16 through March 6, 2019 across various device platforms (e.g., desktop computer, mobile/phone, and tablet). 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.

Respondents identified as one of eight stakeholder groups: students (Grades 3-12), 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 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. This year, a gender option beyond male and female was included for students as well as several items related to students’ perceptions of peer-to-peer relationships. A parent involvement item was also added for parents/caregivers.

Participation

This year, nearly 80,000 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 2019 Stakeholder Survey Responses by Stakeholder Group

Stakeholder Group	Response Number	Group Number	Response %
Elementary School Students (Grades 3-5)	24,418	27,091	90.1
Middle School Students	19,987	25,517	78.3
High School Students	18,520	32,303	56.1
Parents/Caregivers	8,657	n/a	n/a
Community Members	490	n/a	n/a
School Staff (teachers, department chairs, paraeducators, non-instructional staff)	6,099	n/a	n/a
School Administrators (principals and assistant principals)	334	n/a	n/a
Central Office Staff	1,430	n/a	n/a
Total	79,935		

Note. Student group numbers are based on enrollment as of January 11, 2019.

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, 1,575 responses were received across all translated languages (see Table 2). The most common language selected for a translation was Spanish which accounted for over 70% of translated responses. The next most common languages, Chinese and Arabic, together accounted for approximately 11% 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	881	230	1,111	70.5
Chinese	66	40	106	6.7
Arabic	53	19	72	4.6
French	46	12	58	3.7
Russian	28	9	37	2.3
Vietnamese	25	6	31	2.0
Korean	12	7	19	1.2
Amharic	12	10	22	1.4
Tagalog	22	7	29	1.8
Burmese	6	9	15	1.0
Nepalese	12	8	20	1.3
Uzbek	7	3	10	0.6
Urdu	16	14	30	1.9
Gujarati	4	5	9	0.6
Yoruba	4	2	6	0.4
Total	1,194	381	1,575	100

Parent Participation

To comparatively assess parent participation across schools, 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 2019, only 9 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 12 parent responses per 100 students. Across school levels, the metric was highest in elementary schools.

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

School Level	Central	Northeast	Northwest	Southeast	Southwest	Total
Elementary	14	10	7	8	8	9
Middle	9	6	6	5	6	6
High	9	5	5	5	5	6
Total	12	8	8	7	7	9

Survey Participation by Demographic Group

To gauge how representative survey responses are of the larger BCPS community, the demographic breakdown of responses is examined. It is important to note that, on the Stakeholder Survey, race/ethnicity and gender are self-reported. The option for students to select “Another gender identity” was also added this year. Furthermore, respondents have the option to not select a race/ethnicity or gender. Student figures, therefore, may not be reflective of the demographic groups selected when students are enrolled in BCPS.

Among students, a third of all responses were from Black or African American students with slightly higher responses from White students. Overall the percentage of students choosing the third gender option is relatively small, with the largest number of students identifying as such in middle school (see Table 4).

Table 4. Percentage of Student Responses by Demographic Group

Student Demographic Group	Elementary	Middle	High	Overall
<i>Race/Ethnicity</i>				
Asian	6.1%	7.2%	8.1%	7.0%
Black/African American	33.9%	33.2%	33.0%	33.4%
Hispanic/Latino	7.7%	8.2%	8.3%	8.0%
White	37.4%	36.0%	38.5%	37.3%
Other Race/Ethnicity	14.7%	15.5%	12.2%	14.2%
<i>Gender</i>				
Female (she/her)	50.1%	50.4%	50.9%	50.4%
Male (he/him)	49.1%	47.7%	47.4%	48.2%
Another gender identity (they/them)*	0.7%	2.0%	1.7%	1.4%

**Note:* Another gender identity was added as a response option to the 2019 Stakeholder Survey item, “Please identify your gender.”

Table 5. Percentage of Parent/Caregiver Responses by Race/Ethnicity

Parent/Caregiver Race/Ethnicity	Elementary	Middle	High	Overall
Asian	6.6%	4.2%	4.4%	5.8%
Black/African American	21.0%	22.6%	26.9%	22.9%
Hispanic/Latino	4.5%	4.5%	5.0%	4.7%
White	62.7%	63.6%	58.5%	61.4%
Other Race/Ethnicity	5.1%	5.1%	5.1%	5.2%

When comparing survey responses to the actual demographics of BCPS schools, it appears Black/African American and Hispanic/Latino students and parents are underrepresented. Black/African American and Hispanic/Latino students make up approximately 40% and 11% of the overall BCPS student population, respectively; their shares of student responses are slightly lower than their overall population share. This underrepresentation is more notable among parents with responses from Black/African American and Hispanic/Latino parents combined, comprising less than 30% of all parent responses.

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.

In 2019, to help support positive climates in schools, three survey items related to prosocial behaviors were added to the student survey. These items reflect students' perceptions of whether they and their peers help and support each other at school. Each of the new prosocial items are included in the Belonging domain.

Student Domain Index Scores

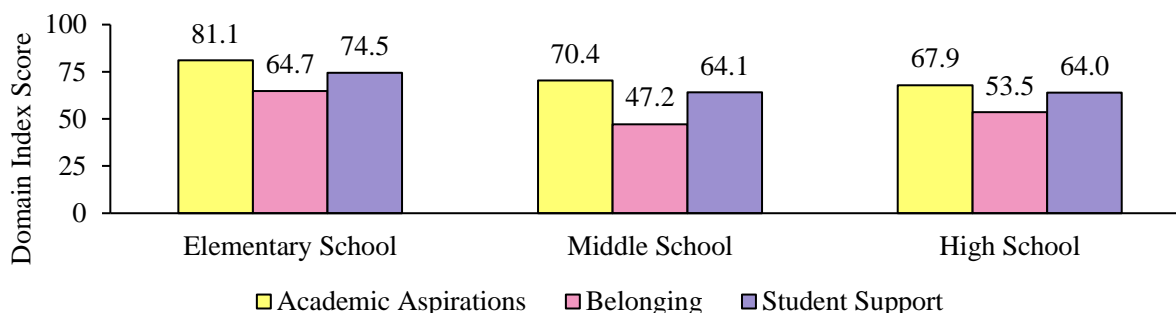
Domain index scores are a summary of multiple survey items within each domain. Each score is on a scale of 0 to 100, with higher values indicating more positive perceptions. For example, an index score of 0 means that all participants strongly disagree with all survey items within the domain; whereas a score of 100 indicates all participants strongly agree with all items. One interpretation of a domain score of 50 is that, on average, respondents agreed with half of the items and disagreed on the remaining items. Table 6 contains descriptions for each domain.

Table 6. 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 topics covered in class.	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 that teachers listen to their opinions and provide useful feedback.

Domain index scores by school level are provided in Figure 1. Overall, elementary students had more positive perceptions than secondary students 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 notably higher than secondary students for Belonging; middle school students had the lowest ratings on this domain. Ratings on Student Support were moderately high with elementary students having more positive perceptions than secondary students.

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.

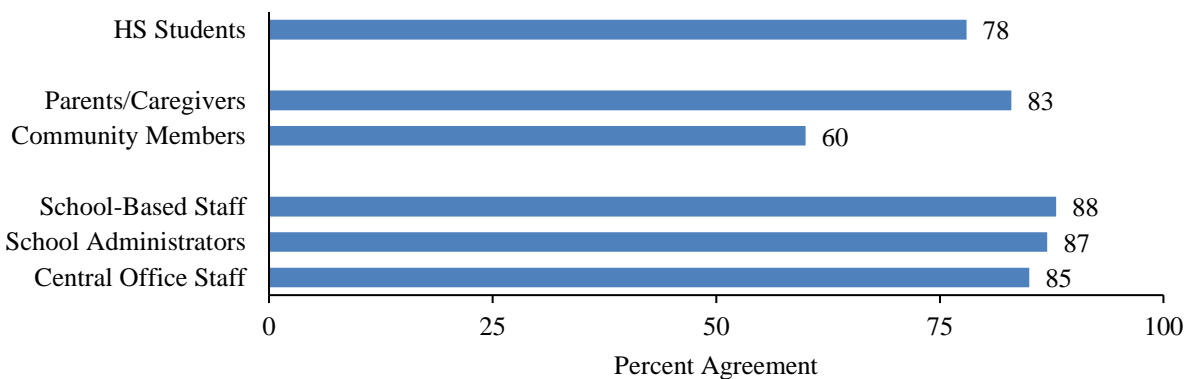
Goal 1: Academics

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 85% 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 prepared for college and/or career by graduation.

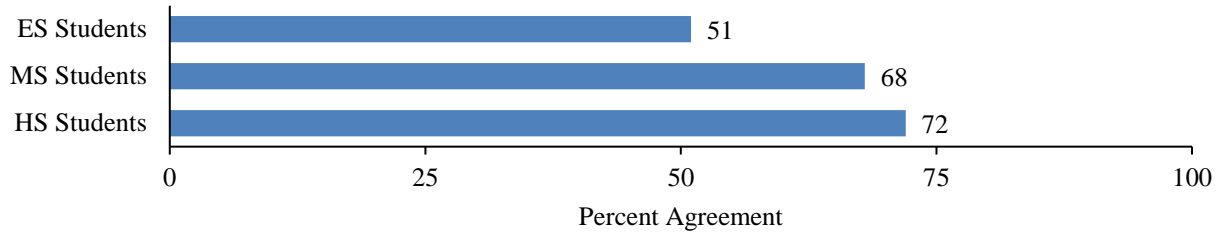
Figure 2. Preparedness for College and Career



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 agreement.

Figure 3. Discussions about College and Career

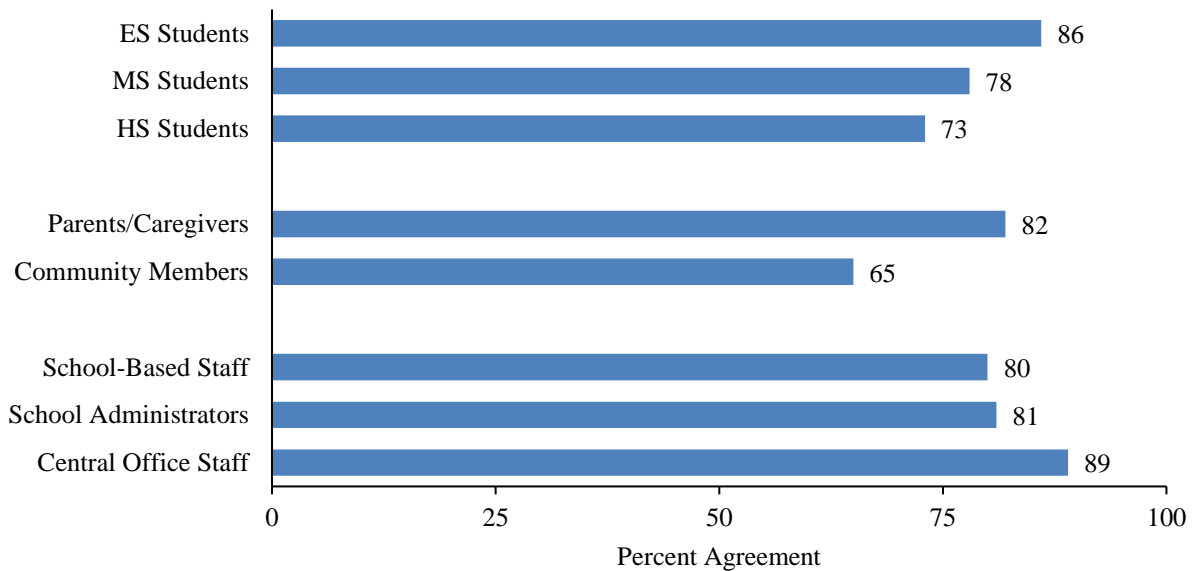


Stakeholder	Item
ES Students	My teachers talk to me about college and career choices.
MS and HS Students	My school gives me useful information about colleges and careers.

Access to Technology

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

Figure 4. Access to Technology

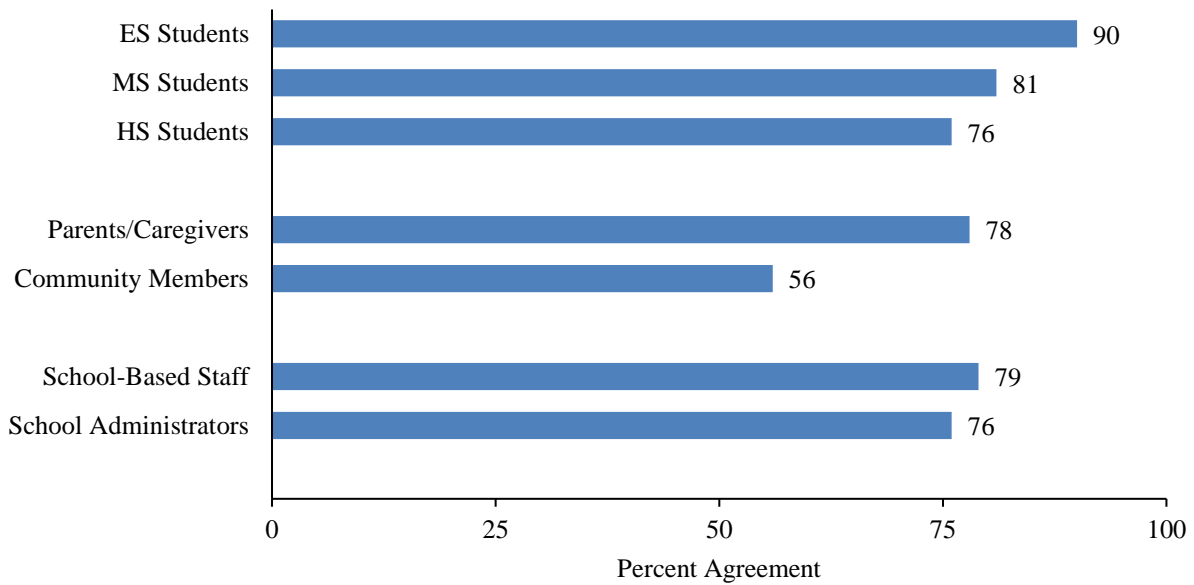


Stakeholder	Item
All Students	Access to technology increases opportunities to make learning more personalized for me.
Parents/Caregivers, Community Members, School-Based Staff, School Administrators, and Central Office Staff	Access to technology increases opportunities for making learning more personalized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

Teacher Use of Technology

Middle 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 5. 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.

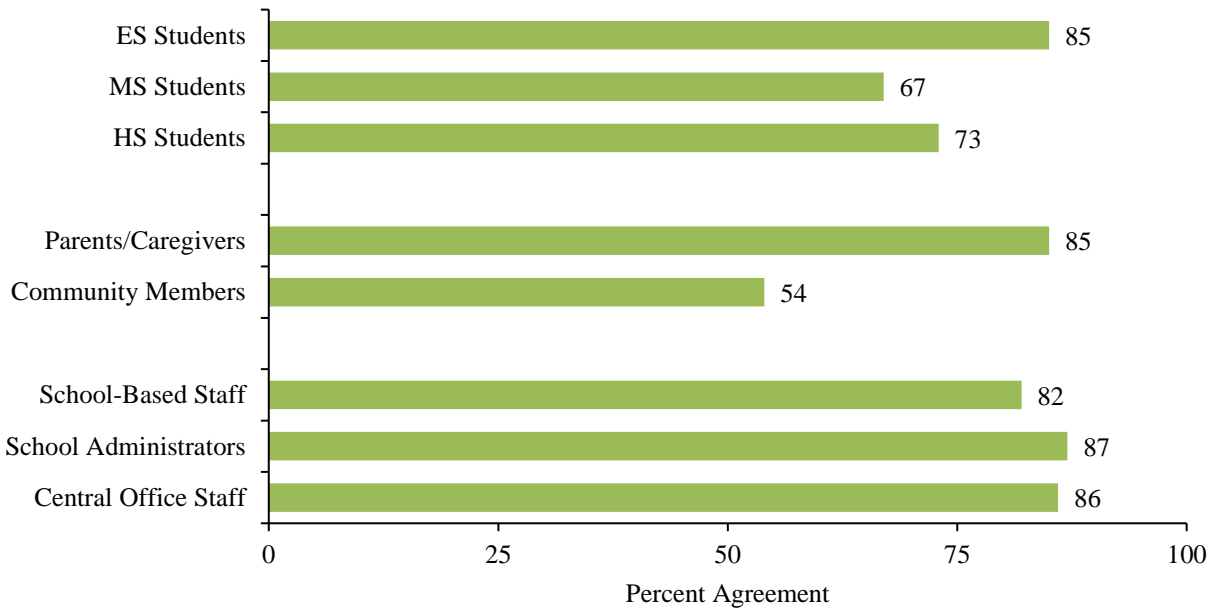
Goal 2: Safety and Security

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 6. Safety at School and Work

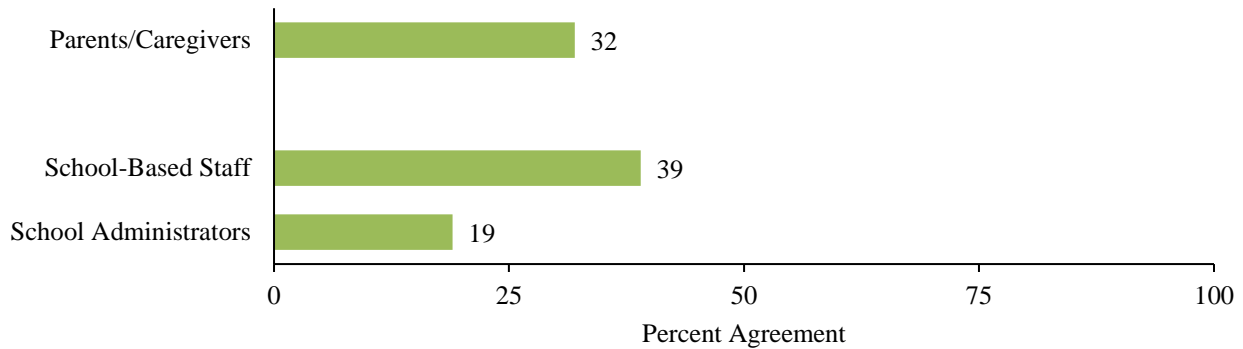


Stakeholder	Item
All Students	I feel safe at my school.
Parents/Caregivers	The school is safe and secure.
Community Members	BCPS schools are safe.
All Staff	I feel safe and secure at work.

Bullying

Parents and school-based staff perceive that bullying is a problem at higher rates than school administrators.

Figure 7. Bullying Is a Problem



For the 2019 administration, several student items related to bullying were added. The first asked if students had been bullied at their school and the second asked if students witnessed others bullied at their school. Students who answered ‘yes’ to either of these items, were asked questions about the location and frequency of the bullying

A third of elementary students reported being bullied and this number decreased from elementary to secondary grades, with high school students reporting the lowest rates of experiencing bullying (see Figure 8). Approximately half of all students reported witnessing other students being bullied at their schools (see Figure 9). Middle school students reported the highest rates of witnessing bullying and high school students reported the lowest. Students’ reports of being bullied were notably lower than their reports of witnessing other student bullied across all levels.

Figure 8. I was bullied at this school.

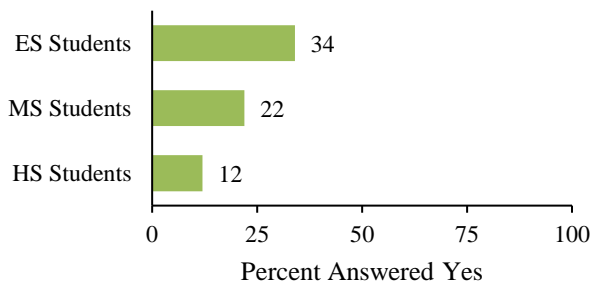
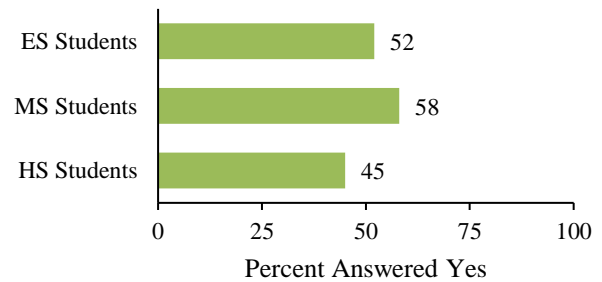
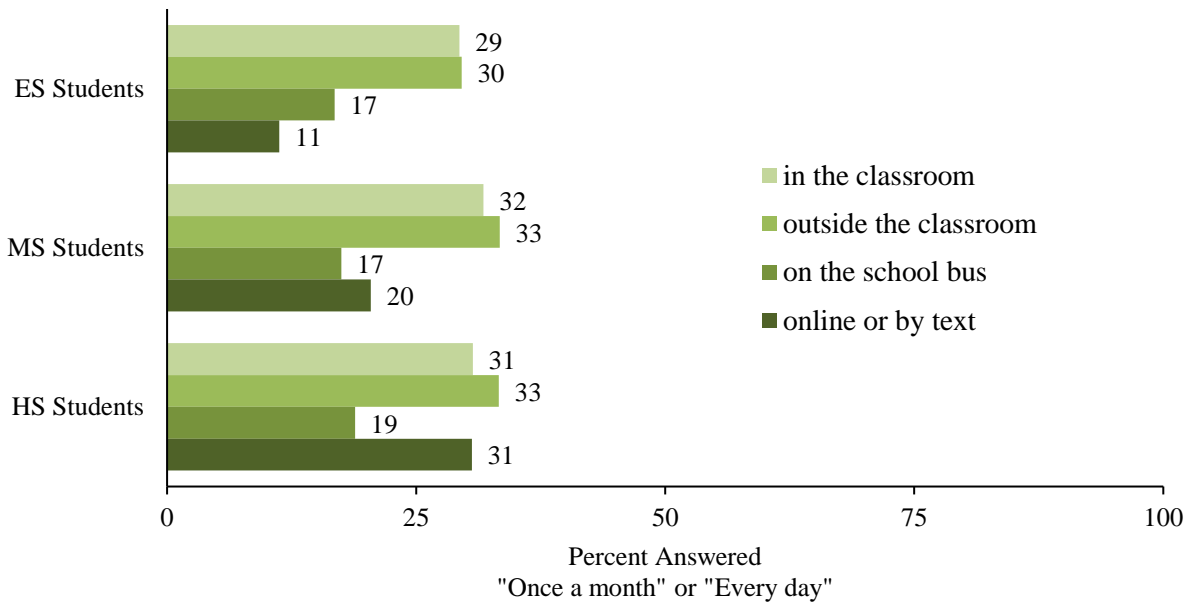


Figure 9. I have witnessed students bullied at this school.



To explore both frequency and location of bullying, students were asked to identify how often they experienced bullying in various locations. For each location students could select: never, once or twice, once a month or every day. Students across all levels reported being bullied most frequently within the schoolhouse, with similar percentages reported inside the classroom and in areas outside the classroom such as in the cafeteria, gym, hallway, or stairs (see Figure 10). The frequency of bullying on the school bus was consistent across levels. In contrast, the frequency of bullying that was experienced online or by text was higher for older students. Similar patterns were reported for the frequency and location of students witnessing bullying. Responses to these questions by school level are in Appendix A.

Figure 10. Students experiencing bullying by location.



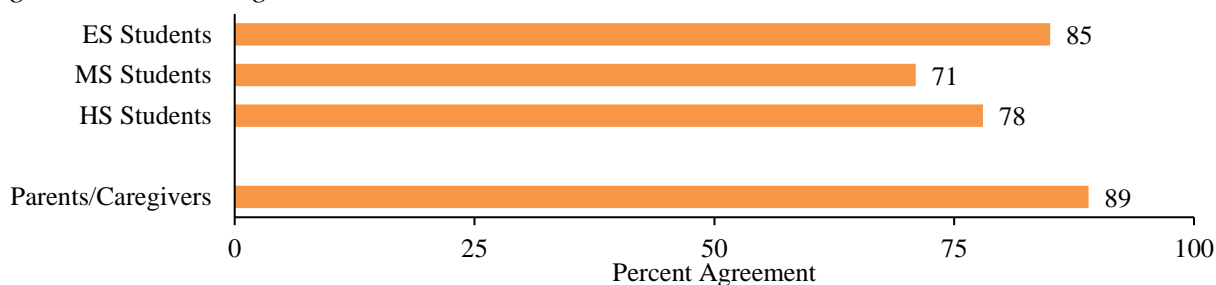
Goal 3: Communication

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 school students had the lowest level of agreement.

Figure 11. Welcoming School Environment.

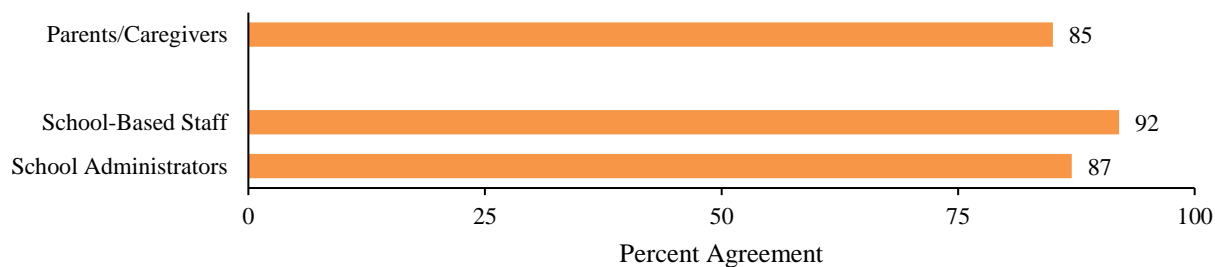


Stakeholder	Item
ES, MS, and HS Students	I feel welcome at my school.
Parents/Caregivers	I feel welcome at my child’s school.

Parent/Caregiver Involvement

In previous Stakeholder Survey administrations, only school-based staff and school administrators were asked about BCPS encouraging parent involvement. This year, parents’ perspectives were elicited. Overall, parents and school administrators reported similar levels of agreement that BCPS schools encourage parent/caregiver involvement.

Figure 12. Encouraging Parent Involvement



Stakeholder	Item
Parent/Caregivers	My child’s school encourages parent/caregiver involvement.
School-Based Staff	My school encourages parent/caregiver involvement.
School Administrators	BCPS encourages parent caregiver involvement.

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 (Figure 13). School and department grades were high across stakeholders (Figure 14).

Figure 13. Graded BCPS as Effective (A, B, or C)

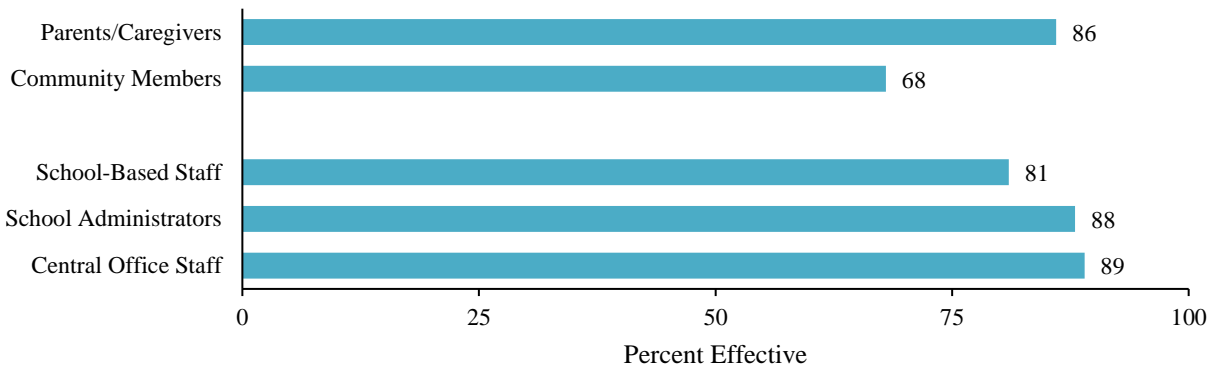
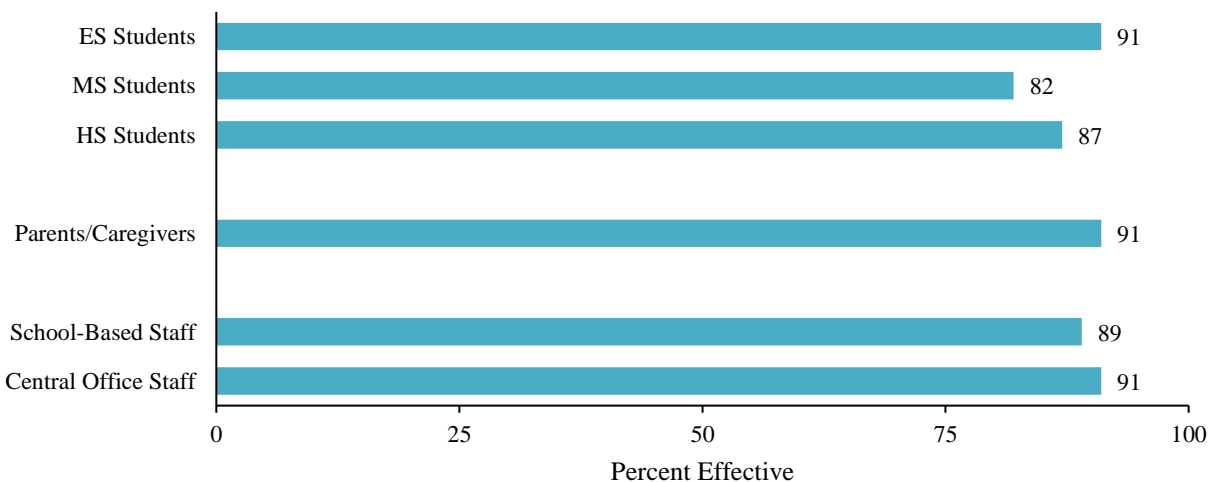


Figure 14. Graded School/Department as Effective (A, B, or C)



Elementary School Students (Total Responses = 24,418)

Academic Aspirations

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Getting good grades is important to me.	24,243	1.7	1.6	21.8	74.9
In school, I participate in class activities.	23,777	1.9	5.8	44.6	47.7
My teachers have high expectations for me to do well in school.	23,953	2.2	3.6	31.2	62.9
I am interested in my classes.	23,894	4.7	11.0	46.8	37.6
By the end of the year, I will be prepared to do well next year.	23,775	2.3	4.1	33.0	60.6
I pay attention in class.	23,830	2.3	7.5	50.7	39.5

Belonging

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most students do their best, even when their school work is difficult.	23,970	5.7	17.2	47.7	29.3
I feel safe at my school.	24,192	5.7	9.5	36.1	48.7
I feel like I can be myself when I am at school.	24,046	8.9	15.6	37.7	37.8
Students at my school treat me with respect.	23,953	9.6	20.9	47.1	22.3
Most students in my school are accepting of other students.	23,759	9.0	16.8	46.9	27.2
Most students in my school try to work out their disagreements with other students by talking to them.	24,033	14.3	23.7	43.1	18.9
I feel welcome at my school.	24,000	6.1	9.4	37.2	47.3
Most students in my school stop and think before doing anything when they get angry.	23,929	22.2	32.5	33.5	11.8
At my school, students cooperate with one another to complete school work.	23,725	6.6	15.1	52.6	25.7
At my school, students help each other.	23,678	5.9	11.7	50.9	31.5
At my school, students do things that are good for the school community.	23,707	8.9	17.1	46.1	28.0

Elementary School Students (Total Responses = 24,418)

Student Support

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most adults at my school treat me with respect.	23,942	3.4	6.4	35.0	55.3
There is at least one adult at my school I can go to if I have a problem.	23,966	5.1	5.3	23.6	66.0
Most adults at my school care about me as a person.	23,874	3.1	5.8	37.2	53.9
My teachers listen to my ideas.	24,118	3.8	7.2	46.1	42.9
My teachers tell me how I do on my classwork, tests, and homework assignments.	23,869	4.3	8.9	41.5	45.3
My teachers talk to me about college and career choices.	23,785	20.5	28.3	32.6	18.6

Additional Questions

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
My school work is challenging.	24,023	5.0	23.8	55.4	15.8
Access to technology increases opportunities to make learning more personalized for me.	23,869	3.5	10.1	43.9	42.5
My teachers are able to use technology to meet my academic needs.	23,892	3.0	6.6	42.6	47.8
I am proud to be a student at this school.	23,849	6.2	7.7	32.7	53.4

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?	23,781	7.6	92.4

Survey Item	Responses	No (%)	Yes (%)
I was bullied at this school.	24,159	66.5	33.5
I have witnessed students bullied at this school.	24,145	48.5	51.5

2019 BCPS Stakeholder Survey
 Appendix A – Results by Stakeholder Group

Elementary School Students (Total Responses = 24,418)

Survey Item	Responses	Never (%)	Once or Twice (%)	Once a Month (%)	Everyday (%)
I was bullied in a classroom.	7,971	28.6	42.1	9.9	19.5
I was bullied outside of the classroom (cafeteria, gym, hallway, or stairs)	7,925	28.2	42.2	11.4	18.2
I was bullied on the school bus.	7,827	66.7	16.5	5.1	11.7
I was bullied online or by text.	7,846	74.1	14.6	4.7	6.5
Students were bullied in a classroom.	12,260	24.9	42.2	11.1	21.9
Students were bullied outside of the classroom (cafeteria, gym, hallway, or stairs)	12,187	19.5	43.0	16.0	21.5
Students were bullied on the school bus.	11,989	43.5	27.0	10.2	19.2
Students were bullied online or by text	12,046	61.5	19.8	7.4	11.2

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	24,123	4.0	4.6	13.6	33.7	44.0

Middle School Students (Total Responses = 19,987)

Academic Aspirations

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I understand that getting a good education is important.	19,917	2.4	1.2	24.9	71.5
In school, I participate in class activities.	19,679	3.4	9.8	59.1	27.7
My teachers set high standards for learning in their classes.	19,790	3.9	11.7	55.6	28.9
I am interested in my classes.	19,800	8.3	24.2	52.5	14.9
By the end of the year, I will be prepared to do well next year.	19,810	3.8	8.5	51.7	36.0
I pay attention in class.	19,827	3.0	8.2	60.1	28.7
My academic skills are improving.	19,715	3.0	9.0	56.9	31.1
My school work requires me to think about how academic topics relate to real-life situations.	19,782	8.7	24.3	48.5	18.5
By the time I complete middle school, I will be prepared for high school.	19,822	4.4	10.6	53.1	31.8

Belonging

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most students do their best, even when their school work is difficult.	19,815	15.7	37.6	38.1	8.7
I feel safe at my school.	19,881	12.4	21.2	49.6	16.9
I feel like I can be myself when I am at school.	19,822	13.2	22.8	44.6	19.4
Students respect each other at my school.	19,827	29.9	38.6	27.1	4.4
Most students in my school are accepting of other students.	19,717	21.7	29.6	39.9	8.8
Most students in my school try to work out their disagreements with other students by talking to them.	19,784	30.4	35.6	28.2	5.7
I feel welcome at my school.	19,791	10.7	18.1	54.6	16.6
Most students in my school stop and think before doing anything when they get angry.	19,775	38.9	38.7	18.6	3.8
At my school, students cooperate with one another to complete school work.	19,700	11.7	22.9	55.1	10.3

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Middle School Students (Total Responses = 19,987)

Belonging (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
At my school, students help each other.	19,686	13.0	24.0	53.5	9.4
At my school, students do things that are good for the school community.	19,694	19.3	32.8	40.1	7.8

Student Support

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most adults at my school treat me with respect.	19,800	8.0	14.5	51.8	25.7
There is at least one adult at my school I can go to if I have a problem.	19,813	8.0	10.3	43.4	38.3
Most adults at my school care about me as a person.	19,763	8.2	16.4	53.7	21.7
My teachers listen to my ideas.	19,794	7.9	17.8	58.7	15.6
My teachers tell me how I do on my classwork, tests, and homework assignments.	19,798	5.9	13.9	55.9	24.2
My school gives me useful information about colleges and career.	19,737	10.2	22.3	48.2	19.3

Additional Questions

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am given challenging work at my school.	19,838	2.9	11.7	62.7	22.7
Access to technology increases opportunities to make learning more personalized for me.	19,814	6.5	15.4	48.8	29.2
My teachers are able to use technology to meet my academic needs.	19,842	5.9	12.9	55.5	25.7
I am proud to be a student at this school.	19,616	12.8	19.2	48.1	20.0

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Middle School Students (Total Responses = 19,987)

Additional Question (continued)

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at school?	19,889	6.3	93.7
Do you have Internet access where you live?	19,751	6.1	93.9

Survey Item	Responses	No (%)	Yes (%)
I was bullied at this school.	19,857	78.0	22.0
I have witnessed students bullied at this school.	19,869	42.1	57.9

Survey Item	Responses	Never (%)	Once or Twice (%)	Once a Month (%)	Everyday (%)
I was bullied in a classroom.	4,351	22.1	46.1	12.1	19.7
I was bullied outside of the classroom (cafeteria, gym, hallway, or stairs)	4,339	23.0	43.6	13.5	19.9
I was bullied on the school bus.	4,314	63.0	19.5	6.0	11.5
I was bullied online or by text.	4,320	56.6	22.9	8.5	12.0
Students were bullied in a classroom.	11,458	15.1	44.1	15.2	25.6
Students were bullied outside of the classroom (cafeteria, gym, hallway, or stairs)	11,428	7.1	36.3	20.7	35.9
Students were bullied on the school bus.	11,321	31.8	29.4	15.1	23.6
Students were bullied online or by text	11,357	27.3	25.8	15.9	31.0

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	19,888	6.8	11.4	33.1	36.5	12.2

High School Students (Total Responses = 18,520)

Academic Aspirations

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I understand that getting a good education is important.	18,446	2.7	1.4	26.4	69.5
In school, I participate in class activities.	18,311	3.5	9.8	61.1	25.7
My teachers set high standards for learning in their classes.	18,374	3.7	11.3	59.8	25.2
I am interested in my classes.	18,399	7.1	21.8	56.1	15.0
I pay attention in class.	18,383	3.0	8.5	64.5	23.9
My academic skills are improving.	18,351	3.8	13.4	57.6	25.3
My school work requires me to think about how academic topics relate to real-life situations.	18,382	13.4	28.8	43.2	14.6
By the time I graduate, I will be prepared for college and/or a career.	18,385	6.6	15.4	51.4	26.6

Belonging

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most students do their best, even when their school work is difficult.	18,382	12.8	36.9	41.4	8.9
I feel safe at my school.	18,437	8.8	18.1	56.6	16.5
I feel like I can be myself when I am at school.	18,394	8.5	18.7	51.4	21.4
Students respect each other at my school.	18,363	19.3	33.8	39.5	7.4
Most students in my school are accepting of other students.	18,321	13.4	25.1	49.7	11.8
Most students in my school try to work out their disagreements with other students by talking to them.	18,351	20.1	34.2	38.4	7.2
I feel welcome at my school.	18,360	6.7	15.0	62.3	15.9
Most students in my school stop and think before doing anything when they get angry.	18,309	26.1	38.3	29.9	5.8
At my school, students cooperate with one another to complete school work.	18,332	7.3	17.4	60.5	14.8
At my school, students help each other.	18,319	7.4	18.0	60.4	14.2

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

High School Students (Total Responses = 18,520)

Belonging (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
At my school, students do things that are good for the school community.	18,278	11.8	27.8	49.9	10.5

Student Support

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Most adults at my school treat me with respect.	18,376	6.0	12.5	58.1	23.5
There is at least one adult at my school I can go to if I have a problem.	18,397	7.0	12.5	48.9	31.5
Most adults at my school care about me as a person.	18,365	7.2	18.7	56.8	17.3
My teachers listen to my ideas.	18,360	6.2	17.5	62.8	13.6
My teachers tell me how I do on my classwork, tests, and homework assignments.	18,353	5.5	14.9	58.5	21.1
My school gives me useful information about colleges and career.	18,348	8.0	19.7	51.9	20.4

Additional Questions

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am given challenging work at my school.	18,411	2.7	9.1	59.5	28.8
Access to technology increases opportunities to make learning more personalized for me.	18,400	8.7	18.0	49.1	24.2
My teachers are able to use technology to meet my academic needs.	18,409	7.3	16.5	55.6	20.7
I am proud to be a student at this school.	18,248	10.2	16.8	52.8	20.2

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

High School Students (Total Responses = 18,520)

Additional Questions (continued)

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at school?	18,446	8.4	91.6
Do you have Internet access where you live?	18,369	5.5	94.5

Survey Item	Responses	No (%)	Yes (%)
I was bullied at this school.	18,455	87.9	12.1
I have witnessed students bullied at this school.	18,442	55.4	44.6

Survey Item	Responses	Never (%)	Once or Twice (%)	Once a Month (%)	Everyday (%)
I was bullied in a classroom.	2,228	25.5	43.8	11.7	19.0
I was bullied outside of the classroom (cafeteria, gym, hallway, or stairs)	2,222	26.0	40.7	13.9	19.4
I was bullied on the school bus.	2,212	65.1	16.1	5.7	13.2
I was bullied online or by text.	2,213	43.1	26.3	12.4	18.2
Students were bullied in a classroom.	8,170	18.7	47.4	15.4	18.6
Students were bullied outside of the classroom (cafeteria, gym, hallway, or stairs)	8,159	10.8	43.6	19.9	25.8
Students were bullied on the school bus.	8,099	45.0	28.3	11.6	15.2
Students were bullied online or by text	8,139	21.6	28.8	16.9	32.7

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	18,458	4.4	8.7	31.4	41.3	14.3

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Parents/Caregivers (Total Responses = 8,657)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
The school sets high academic standards.	8,613	3.4	8.7	52.8	35.1
My child does work that prepares him/her for the next academic year.	8,610	2.6	7.6	54.5	35.3
The school's academic program prepares students for college and career.	8,474	4.2	12.6	55.6	27.6
The school challenges students to maximize their potential.	8,583	4.5	15.5	49.3	30.7
The school provides its students with a high quality education.	8,580	3.8	11.9	50.1	34.2
I am satisfied with the instruction my child receives at this school.	8,593	5.0	14.4	47.4	33.2
Making learning more personalized for students helps teachers to meet the academic needs of all students.	8,590	3.0	7.1	45.4	44.5
Access to technology increases opportunities for making learning more personalized for students.	8,609	5.8	12.2	46.8	35.1
Teachers are able to use technology to meet the academic needs of all students.	8,566	6.1	15.5	50.3	28.1

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
This school is safe and secure.	8,617	5.2	10.2	50.5	34.1
Students respect each other at this school.	8,583	8.3	17.2	52.6	21.9
My child is treated with respect at this school.	8,590	4.8	8.9	55.1	31.2
Bullying is a problem at this school.	8,465	15.9	51.7	22.1	10.3

Survey Item	Responses	No (%)	Yes (%)
In case of an emergency, do you know the procedures at this school?	8,601	25.6	74.4

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Parents/Caregivers (Total Responses = 8,657)

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication to and from the school system is open, clear, and timely.	8,613	5.2	12.5	49.7	32.6
Information and results data are available and easily accessible.	8,548	4.1	16.2	54.6	25.2
I feel welcome at my child's school.	8,611	3.5	7.3	47.3	41.9
The school provides opportunities for two-way communication.	8,592	3.4	9.6	51.4	35.5
I know how to get school information when I need it.	8,593	2.5	9.7	52.8	34.9
School staff return phone calls or e-mails in a timely manner.	8,533	4.8	10.3	47.4	37.5
I am satisfied with the quality of information about my child's academic and social progress.	8,586	4.7	15.0	48.5	31.8
Communication to and from my child's school is easy to understand.	8,576	2.8	7.0	53.4	36.9
My child's school encourages parent/caregiver involvement.	8,573	4.2	11.3	46.5	38.0

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	8,588	4.8	95.2

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.	8,594	4.5	12.7	49.8	33.0
I am satisfied with the principal's leadership at my child's school.	8,537	6.4	9.3	45.2	39.1
I am satisfied with school improvement planning at my child's school.	8,331	6.4	16.1	51.7	25.7
I am satisfied with the superintendent's leadership and vision.	8,321	11.0	18.2	51.3	19.5
Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges.	8,410	5.6	17.3	53.1	24.0

2019 BCPS Stakeholder Survey
 Appendix A – Results by Stakeholder Group

Parents/Caregivers (Total Responses = 8,357)

Organizational Effectiveness (continued)

Survey Item	Responses	Definitely Not (%)	Probably Not (%)	Probably Yes (%)	Definitely Yes (%)
Would you recommend this school to other parents/caregivers?	8,587	5.8	10.7	33.3	50.2

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your child's school for its performance/effectiveness?	8,623	3.0	5.9	15.5	36.1	39.6
What grade would you give BCPS for its performance/effectiveness?	8,580	4.4	9.5	25.3	41.4	19.4

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Community Members (Total Responses = 490)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS sets high academic standards.	476	11.8	23.5	48.9	15.8
BCPS' academic program prepares students for college and career.	470	10.4	29.1	44.9	15.5
BCPS challenges students to maximize their potential.	465	13.1	32.5	42.2	12.3
BCPS provides its students with a high quality education.	465	13.1	28.0	44.9	14.0
Making learning more personalized for students helps teachers to meet the academic needs of all students.	464	9.5	17.9	45.5	27.2
Access to technology increases opportunities for making learning more personalized for students.	467	12.8	21.8	42.8	22.5
Teachers are able to use technology to meet the academic needs of all students.	465	16.3	28.0	39.4	16.3

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS schools are safe.	487	20.5	25.5	42.1	11.9

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication to and from the school system is open, clear, and timely.	474	16.5	28.9	40.1	14.6
Information and results data are available and easily accessible.	469	13.9	30.5	40.7	14.9
The school system provides opportunities for two-way communication.	462	14.9	25.5	45.9	13.6
I know how to get school information when I need it.	464	8.4	21.3	53.2	17.0

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Community Members (Total Responses = 490)

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I am satisfied with the superintendent's leadership and vision.	467	25.7	24.6	30.0	19.7
Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges.	468	17.1	34.2	36.3	12.4

Survey Item	Responses	Definitely Not (%)	Probably Not (%)	Probably Yes (%)	Definitely Yes (%)
Would you recommend BCPS to others?	471	16.1	25.1	38.4	20.4

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give BCPS for its performance/effectiveness?	480	10.2	22.3	28.1	27.9	11.5

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Staff (Total Responses = 6,099)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
My school has high expectations for the academic performance of all students.	6,067	2.6	7.9	47.6	42.0
The academic program at my school is designed to meet the needs of all students.	6,057	4.0	17.5	50.2	28.3
I see how my work contributes to students' college and career readiness.	6,024	2.4	9.2	50.5	37.8
Adults in my school believe that all students have the ability to achieve.	6,046	2.6	12.7	48.8	35.9
Additional instructional supports from our school system are available to students who need them.	6,041	8.8	22.3	44.8	24.1
I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices.	5,972	13.0	24.1	43.8	19.1
Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices.	5,999	2.9	13.0	54.3	29.8
Making learning more personalized for students helps teachers to meet the academic needs of all students.	6,023	2.1	6.1	49.4	42.4
Access to technology increases opportunities for making learning more personalized for students.	6,038	5.5	14.9	51.0	28.7
Teachers are able to use technology to meet the academic needs of all students.	6,039	4.6	16.7	50.7	28.0

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I feel safe and secure at work.	6,073	4.6	13.1	46.0	36.3
Adults at my school respect each other.	6,068	2.9	10.9	49.5	36.7
Additional behavioral supports are available from our school system for students who need them.	6,054	12.2	24.5	42.7	20.7
Students at my school respect each other.	6,058	11.6	29.0	48.4	11.0
Discipline policies and procedures are implemented consistently at my school.	6,046	16.9	28.7	38.5	15.9
Bullying is a problem at this school.	6,032	14.8	46.1	29.6	9.6

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Staff (Total Responses = 6,099)

Safety and Security (continued)

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at work?	6,061	2.1	97.9

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication at my school is open, clear, and timely.	6,064	7.4	21.9	47.8	22.8
Information and results data are available and easily accessible.	6,000	2.9	14.6	56.9	25.7
I can talk openly with my school administrators about school-related matters.	6,062	5.9	12.5	44.2	37.5
I am able to share my ideas and opinions with my school administrators.	6,056	5.2	12.5	45.9	36.4
My supervisor provides performance feedback that is useful to me.	6,045	4.4	11.2	47.5	36.9
My school encourages parent/caregiver involvement.	6,037	1.6	6.8	52.6	38.9
Teachers at my school communicate frequently to parents/caregivers about student progress.	6,007	1.2	6.5	54.7	37.6
Teachers and staff at my school have the opportunity for dialogue and planning across grades and subjects.	5,988	6.8	22.6	46.9	23.7

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	6,054	5.0	95.0

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I work in a positive, professional work environment.	6,061	4.5	14.9	49.7	30.9
My school administration fosters a collaborative work environment.	6,030	4.6	13.0	48.2	34.2
I receive the information I need to perform my job effectively.	6,051	3.4	13.0	52.9	30.6

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Staff (Total Responses = 6,099)

Organizational Effectiveness (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Professional development offerings are relevant to my work.	6,031	5.6	18.0	51.6	24.7
I have opportunities for professional growth.	6,038	3.6	10.7	55.1	30.5
I have the tools, resources and technology to do my job.	6,042	4.2	13.0	54.1	28.7
Students at my school have access to instructional technology needed to succeed.	6,024	1.6	6.9	58.1	33.4
The number of students assigned to me is manageable.	5,931	10.9	19.3	48.1	21.8

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?	6,040	14.8	22.7	35.6	27.0
Would you recommend this school to a friend seeking employment?	6,034	8.6	16.4	39.9	35.2

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your school for its performance/effectiveness?	6,067	2.8	8.8	24.0	37.1	27.3
What grade would you give BCPS for its performance/effectiveness?	6,059	5.2	13.8	36.3	34.5	10.3

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Administrators (Total Responses = 334)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS has high expectations for the academic performance of all students.	334	9.9	3.6	38.3	48.2
The academic program in our school system is designed to meet the needs of all students.	332	10.2	13.9	49.1	26.8
I see how my work contributes to students' college and career readiness.	331	9.4	3.6	36.3	50.8
Adults in our school system believe that all students have the ability to achieve.	330	9.4	8.8	54.2	27.6
Additional instructional supports from our school system are available to students who need them.	330	10.9	22.4	45.5	21.2
I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices.	331	13.6	22.4	44.1	19.9
Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices.	332	10.2	12.0	44.9	32.8
Making learning more personalized for students helps teachers to meet the academic needs of all students.	329	8.5	4.9	34.0	52.6
Access to technology increases opportunities for making learning more personalized for students.	330	10.6	8.5	47.9	33.0
Teachers are able to use technology to meet the academic needs of all students.	331	11.2	13.3	50.5	25.1

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I feel safe and secure at work.	332	9.6	3.6	33.7	53.0
Adults at my school respect each other.	331	9.1	6.0	39.3	45.6
Additional behavioral supports are available from our school system for students who need them.	330	17.3	24.8	40.9	17.0
Students at my school respect each other.	331	10.3	10.3	57.4	22.1
Discipline policies and procedures are implemented consistently at my school.	329	9.4	6.1	41.9	42.6
Bullying is a problem at this school.	326	31.9	49.1	12.0	7.1

School Administrators (Total Responses = 334)

Safety and Security (continued)

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at work?	326	10.1	89.9

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication in our system is open, clear, and timely.	334	12.0	8.7	52.1	27.2
Information and results data are available and easily accessible.	330	8.8	6.7	51.5	33.0
I can talk openly with the community superintendents about school-related matters.	330	10.6	9.4	40.6	39.4
I am able to share my ideas and opinions with school system administrators.	330	10.3	7.3	41.8	40.6
Community superintendents provide performance feedback that is useful to me.	330	10.9	12.1	42.4	34.5
BCPS encourages parent/caregiver involvement.	329	10.0	3.3	41.3	45.3
Teachers at my school communicate frequently to parents/caregivers about student progress.	332	10.2	6.6	44.0	39.2
Teachers and staff at my school have the opportunity for dialogue and planning across grades and subjects.	332	10.8	11.1	44.0	34.0

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	331	10.3	89.7

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I work in a positive, professional work environment.	333	13.8	3.6	36.0	46.5
My community superintendent fosters a collaborative work environment.	330	9.4	7.0	41.2	42.4
I receive the information I need to perform my job effectively.	328	9.5	5.5	52.7	32.3

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

School Administrators (Total Responses = 334)

Organizational Effectiveness (continued)

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Professional development offerings are relevant to my work.	330	10.9	12.1	50.0	27.0
I have opportunities for professional growth.	330	9.4	5.8	49.7	35.2
I have the tools, resources and technology to do my job.	330	10.6	6.1	50.3	33.0
My school has access to instructional technology needed for students to succeed.	331	10.9	3.9	50.5	34.7

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?	330	10.3	5.2	36.4	48.2
Would you recommend our school system to a friend seeking employment?	327	9.8	3.4	34.3	52.6

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give BCPS for its performance/effectiveness?	331	9.4	2.7	14.8	52.6	20.5

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Central Office Staff (Total Responses = 1,430)

Academics

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
BCPS has high expectations for the academic performance of all students.	1,420	4.1	8.0	51.6	36.3
I see how the work of my department contributes to students' college and career readiness.	1,416	4.1	10.7	45.2	40.0
Access to technology increases opportunities for making learning more personalized for students.	1,414	3.8	7.4	51.3	37.5

Safety and Security

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I feel safe and secure at work.	1,424	4.6	10.0	47.5	38.0
Individuals at my work location respect each other.	1,421	5.9	13.3	45.2	35.5
Safety procedures are followed at my work location.	1,420	3.7	6.7	48.2	41.4

Survey Item	Responses	No (%)	Yes (%)
Do you know how to respond during an emergency at work?	1,416	4.8	95.2

Communications

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
Communication in my department is open, clear, and timely.	1,422	7.5	16.9	45.6	30.0
I can talk openly with my supervisor(s) about work-related matters.	1,420	6.0	7.3	38.7	48.0
I am able to share my ideas and opinions with department/office leadership.	1,421	6.3	10.6	40.5	42.6
My supervisor provides quality feedback that is useful.	1,414	6.3	9.8	39.4	44.6

Survey Item	Responses	No (%)	Yes (%)
Do you have broadband Internet access where you live?	1,394	10.0	90.0

2019 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

Central Office Staff (Total Responses = 1,430)

Organizational Effectiveness

Survey Item	Responses	Strongly Disagree (%)	Disagree (%)	Agree (%)	Strongly Agree (%)
I work in a positive, professional work environment.	1,418	5.8	12.6	46.2	35.4
My job is important to this organization.	1,423	2.6	2.3	39.3	55.8
My supervisor fosters a collaborative work environment.	1,416	5.4	9.1	41.5	44.0
My professional performance is assessed objectively in my department.	1,414	4.5	7.4	48.3	39.8
Professional development offerings are relevant to my work.	1,411	4.6	11.8	50.5	33.1
I have opportunities for professional growth.	1,412	6.5	13.1	46.3	34.1
Overall, my supervisors are supportive of my professional growth.	1,408	5.2	8.7	41.7	44.5
Roles and responsibilities within my department are understood.	1,416	5.5	13.1	47.9	33.5
My office leadership has done a good job of translating the organization's objectives into meaningful assignments for their employees.	1,413	6.4	11.5	48.0	34.2
I have the tools, resources and technology to do my job.	1,420	5.3	10.6	49.6	34.5
The workload expected of me is manageable.	1,417	7.3	14.3	52.4	25.9
I am provided the opportunity to apply my skills and abilities in my current job.	1,416	4.3	6.6	49.4	39.7

Survey Item	Responses	Definitely Not (%)	Probably Not (%)	Probably Yes (%)	Definitely Yes (%)
Would you recommend your department to someone seeking employment?	1,417	6.0	10.1	39.2	44.7

Survey Item	Responses	F (%)	D (%)	C (%)	B (%)	A (%)
What grade would you give your department for its performance/effectiveness?	1,423	4.0	4.6	15.8	34.0	41.6
What grade would you give BCPS for its performance/effectiveness?	1,421	4.0	6.5	23.7	42.6	23.1

2019 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

2019 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

2019 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

2019 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