Report on the
Baltimore County Public Schools
2020 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 four areas: academics, safety and security, communication, and organizational effectiveness. The survey contributes vital information to the evaluation and improvement of key activities that drive student and organizational performance including school progress planning and allocations from Title I-IV federal grants.

Summary of Results

Participation

- Overall, the survey received a total of 83,014 responses across all stakeholder groups.
- Student participation in the survey was relatively high, particularly in elementary schools where over 90% of students responded to the survey.
- There were 2,030 survey responses in translated languages from students, parents, and community members. Of these translated responses, 75% 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 8 parents submitted a survey response for every 100 students enrolled in the system.

Domains of Student Perception

- Analyses of student responses were used to identify three broad domains of student perception: Academic Aspirations, Belonging, and Student Support.
- On the Academic Aspirations domain, student respondents across all levels had, on average, high levels of agreement that they felt engaged, were academically prepared, understood the importance of academics, and had high expectations for academic performance.
- On the Belonging domain, elementary student respondents agreed, on average, that peer relationships and interactions were characterized by mutual respect and that their school environment was safe and welcoming; however, secondary students had levels of agreement that were lower for this domain.
- On the Student Support domain, student respondents across all levels agreed, on average, that interactions between students and teachers were 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 were able to use technology to meet students’ academic needs.

Safety and Security
- Elementary school respondents felt safer at school by a meaningful margin compared to middle and high school students.
- More than half of all student respondents reported having witnessed other students that were bullied; however, only a quarter reported having been bullied themselves. Reported personal experiences of bullying were highest among elementary students and having witnessed bullying was highest among middle school students.
- Parent and all BCPS staff respondents had positive perceptions of school/workplace safety.
- A higher percentage of parent and school-based staff respondents perceived bullying to be a problem than school administrators.

Communication
- Among student respondents, elementary students expressed the most agreement that they felt 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 encouraged parent engagement.

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

Results by stakeholder group for every survey item are provided in Appendix A and student and parent/caregiver participation by school is provided in Appendix B.
Report on the Baltimore County Public Schools
2020 Stakeholder Survey

The Baltimore County Public Schools (BCPS) Stakeholder Survey polled all facets of Team BCPS. The survey focused on four areas: academics; safety and security; communication; and organizational effectiveness.

Survey Administration

The online survey was available from January 27 through March 11, 2020, 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; therefore, the choice of “not applicable” was not offered.

Participation

Participation this year increased from 2019; slightly more than 83,000 survey responses were submitted (see Table 1). While student and staff participation were 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 2020 Stakeholder Survey Responses by Stakeholder Group

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Response Number</th>
<th>Group Number</th>
<th>Response %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary School Students (Grades 3–5)</td>
<td>24,761</td>
<td>26,877</td>
<td>92.1</td>
</tr>
<tr>
<td>Middle School Students</td>
<td>20,198</td>
<td>26,038</td>
<td>77.6</td>
</tr>
<tr>
<td>High School Students</td>
<td>20,158</td>
<td>33,732</td>
<td>59.8</td>
</tr>
<tr>
<td>Parents/Caregivers</td>
<td>8,833</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Community Members</td>
<td>539</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>School Staff (teachers, department chairs, paraeducators,</td>
<td>6,766</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>non-instructional staff)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>School Administrators (principals and assistant principals)</td>
<td>322</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Central Office Staff</td>
<td>1,437</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>83,014</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note. Student group numbers were based on enrollment as of January 24, 2020. 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, 2,030 responses were received across all translated languages (see Table 2). The most common language was Spanish, which accounted for more than 75% of translated responses. The next most common languages, Chinese and Arabic, together accounted for approximately 9% of translated responses.

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

<table>
<thead>
<tr>
<th>Language</th>
<th>Student Responses</th>
<th>Parent/Caregiver and Community Responses</th>
<th>Translated Responses</th>
<th>Percentage of Translated Responses (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spanish</td>
<td>1,250</td>
<td>288</td>
<td>1,538</td>
<td>75.8</td>
</tr>
<tr>
<td>Chinese</td>
<td>59</td>
<td>52</td>
<td>111</td>
<td>5.5</td>
</tr>
<tr>
<td>Arabic</td>
<td>45</td>
<td>23</td>
<td>68</td>
<td>3.4</td>
</tr>
<tr>
<td>French</td>
<td>52</td>
<td>11</td>
<td>63</td>
<td>3.1</td>
</tr>
<tr>
<td>Russian</td>
<td>31</td>
<td>13</td>
<td>44</td>
<td>2.2</td>
</tr>
<tr>
<td>Korean</td>
<td>18</td>
<td>10</td>
<td>28</td>
<td>1.4</td>
</tr>
<tr>
<td>Nepalese</td>
<td>19</td>
<td>10</td>
<td>29</td>
<td>1.4</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>24</td>
<td>3</td>
<td>27</td>
<td>1.3</td>
</tr>
<tr>
<td>Tagalog</td>
<td>18</td>
<td>7</td>
<td>25</td>
<td>1.2</td>
</tr>
<tr>
<td>Amharic</td>
<td>6</td>
<td>16</td>
<td>22</td>
<td>1.1</td>
</tr>
<tr>
<td>Burmese</td>
<td>7</td>
<td>13</td>
<td>20</td>
<td>1.0</td>
</tr>
<tr>
<td>Urdu</td>
<td>4</td>
<td>16</td>
<td>20</td>
<td>1.0</td>
</tr>
<tr>
<td>Uzbek</td>
<td>12</td>
<td>3</td>
<td>15</td>
<td>0.7</td>
</tr>
<tr>
<td>Gujarati</td>
<td>6</td>
<td>7</td>
<td>13</td>
<td>0.6</td>
</tr>
<tr>
<td>Yoruba</td>
<td>4</td>
<td>3</td>
<td>7</td>
<td>0.3</td>
</tr>
<tr>
<td>Total</td>
<td>1,555</td>
<td>475</td>
<td>2,030</td>
<td>100</td>
</tr>
</tbody>
</table>

Survey Participation by Demographic Group

Among students, the number of responses from Black/African American students and White students comprised slightly over a third of all responses. Overall, the percentage of students who selected the third gender option was relatively small, with a larger number of secondary students identifying as such than elementary students (see Table 3).

To gauge how representative survey responses were of the larger BCPS community, the demographic breakdown of responses was examined. It is important to note that, on the
Stakeholder Survey, race/ethnicity and gender were self-reported. Furthermore, respondents had the option to not select a race/ethnicity or gender.

Since Black/African American and Hispanic/Latino students comprise approximately 40% and 12% of the overall BCPS student population, their shares of student responses were underrepresented. This underrepresentation was more notable among parents, with responses from Black/African American and Hispanic/Latino parents combined comprising less than 30% of all parent responses (see Table 4).

**Table 3. Percentage of Student Responses by Demographic Group**

<table>
<thead>
<tr>
<th>Student Demographic Group</th>
<th>Elementary</th>
<th>Middle</th>
<th>High</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Race/Ethnicity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>6.1%</td>
<td>7.0%</td>
<td>8.7%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>34.2%</td>
<td>34.4%</td>
<td>34.5%</td>
<td>34.4%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>8.6%</td>
<td>9.5%</td>
<td>9.5%</td>
<td>9.2%</td>
</tr>
<tr>
<td>White</td>
<td>36.0%</td>
<td>33.6%</td>
<td>35.8%</td>
<td>35.2%</td>
</tr>
<tr>
<td>Other Race/Ethnicity</td>
<td>15.1%</td>
<td>15.5%</td>
<td>11.5%</td>
<td>14.0%</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female (she/her)</td>
<td>49.4%</td>
<td>49.2%</td>
<td>50.7%</td>
<td>49.7%</td>
</tr>
<tr>
<td>Male (he/him)</td>
<td>49.8%</td>
<td>49.0%</td>
<td>47.6%</td>
<td>48.8%</td>
</tr>
<tr>
<td>Another gender identity (they/them)</td>
<td>0.8%</td>
<td>1.8%</td>
<td>1.7%</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

**Table 4. Percentage of Parent/Caregiver Responses by Race/Ethnicity**

<table>
<thead>
<tr>
<th>Parent/Caregiver Race/Ethnicity</th>
<th>Elementary</th>
<th>Middle</th>
<th>High</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>7.0%</td>
<td>4.7%</td>
<td>4.1%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>21.5%</td>
<td>23.5%</td>
<td>25.3%</td>
<td>23.5%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>6.3%</td>
<td>4.5%</td>
<td>4.6%</td>
<td>5.7%</td>
</tr>
<tr>
<td>White</td>
<td>59.7%</td>
<td>61.9%</td>
<td>61.6%</td>
<td>59.6%</td>
</tr>
<tr>
<td>Other Race/Ethnicity</td>
<td>5.5%</td>
<td>5.4%</td>
<td>4.4%</td>
<td>5.2%</td>
</tr>
</tbody>
</table>

**Parent Participation**

To comparatively assess parent participation across schools and areas, a parent participation metric was developed that provided the number of parent responses per 100 enrolled students. Viewed through this metric, parent participation on the survey was low. In 2020, only eight parents submitted a survey response for every 100 students enrolled (see Table 5). Across geographic areas, the metric was highest in the central region with 13 parent responses per 100 students. Across school levels, the metric was highest in elementary schools.
Table 5. Parent Responses per 100 Enrolled Students by School Level and Geographic Area

<table>
<thead>
<tr>
<th>School Level</th>
<th>Central</th>
<th>Northeast</th>
<th>Northwest</th>
<th>Southeast</th>
<th>Southwest</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary</td>
<td>15</td>
<td>10</td>
<td>7</td>
<td>6</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>Middle</td>
<td>10</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>High</td>
<td>9</td>
<td>6</td>
<td>4</td>
<td>3</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>13</td>
<td>8</td>
<td>7</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

Domains of Student Perception

In an effort to develop a more thorough understanding of the underlying content collected in the survey, 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** measured 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** measured the extent to which students feel physically and emotionally safe at school. Items in this domain addressed the overall school environment and peer-to-peer relationships.

- **Student Support** measured the communication and social support that students received in school and included the relationships students have with their teachers and other adults in the school.

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

**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 meant that all participants strongly disagreed with all survey items within the domain; whereas a score of 100 indicated all participants strongly agreed with all items. One interpretation of a domain score of 50 was 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

<table>
<thead>
<tr>
<th>Domain</th>
<th>At low end of Index Score</th>
<th>At high end of Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Aspirations</td>
<td>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.</td>
<td>Students are engaged and feel academically prepared for the future. Students understand the importance of academic achievement and have high expectations for academic performance.</td>
</tr>
<tr>
<td>Belonging</td>
<td>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.</td>
<td>Students experience and witness peer relationships and interactions that are characterized by mutual respect. They also perceive their school environment as safe and welcoming.</td>
</tr>
<tr>
<td>Student Support</td>
<td>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.</td>
<td>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.</td>
</tr>
</tbody>
</table>

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 addressed similar concepts across stakeholder groups. These items allowed for comparisons of perceptions across stakeholders. Selected items and performance measures are provided below.
Academics

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

College and Career Readiness/Discussions

Overall, more than 80% of BCPS staff recognized how their work contributed to students’ readiness for college and/or career. Three-quarters of high school students agreed with the assertion that they will be prepared for college and/or career by graduation.

*Figure 2. Preparedness for College and Career*

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Survey Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS Students</td>
<td>By the time I graduate, I will be prepared for college and/or a career.</td>
</tr>
<tr>
<td>Parents/Caregivers</td>
<td>The school’s academic program prepares students for college and career.</td>
</tr>
<tr>
<td>Community Members</td>
<td>BCPS’ academic program prepares students for college and career.</td>
</tr>
<tr>
<td>School-Based Staff and</td>
<td>My work contributes to students’ college and career readiness.</td>
</tr>
<tr>
<td>School Administrators</td>
<td></td>
</tr>
<tr>
<td>Central Office Staff</td>
<td>The work of my division/department/office contributes to students’ college and career readiness.</td>
</tr>
</tbody>
</table>

In line with the above item, students were asked about educators having had conversations with them about college and career options. Students’ agreement with this statement increased from elementary to secondary grades, with high school students having demonstrated the highest agreement.
Figure 3. Discussions about College and Career

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Survey Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>ES Students</td>
<td>My teachers talk to me about college and career choices.</td>
</tr>
<tr>
<td>MS and HS Students</td>
<td>My school gives me useful information about colleges and careers.</td>
</tr>
</tbody>
</table>

Access to Technology

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

Figure 4. Access to Technology

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Survey Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>Access to technology increases opportunities to make learning more personalized for me.</td>
</tr>
<tr>
<td>Parents/Caregivers, Community Members, School-Based Staff, School Administrators, and Central Office Staff</td>
<td>Access to technology increases opportunities for making learning more personalized for students.</td>
</tr>
</tbody>
</table>
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

There was a gap in the percentage of elementary and secondary students who felt safe at school. Staff members’ perceptions varied slightly with central office staff perceptions having been the lowest. Parents/Caregivers’ perceptions were similar to elementary students; community members’ perceptions were the lowest of all stakeholder groups.

Figure 5. Safety at School and Work

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Survey Item</th>
<th>Percent Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>I feel safe at my school.</td>
<td>86</td>
</tr>
<tr>
<td>Parents/Caregivers</td>
<td>This school is safe and secure.</td>
<td>84</td>
</tr>
<tr>
<td>Community Members</td>
<td>BCPS schools are safe.</td>
<td>47</td>
</tr>
<tr>
<td>All Staff</td>
<td>I feel safe and secure at work.</td>
<td>72</td>
</tr>
<tr>
<td>School-Based Staff</td>
<td></td>
<td>66</td>
</tr>
<tr>
<td>School Administrators</td>
<td></td>
<td>72</td>
</tr>
<tr>
<td>Central Office Staff</td>
<td></td>
<td>79</td>
</tr>
</tbody>
</table>

Bullying

Parents and school-based staff perceived that bullying was a problem at higher rates than school administrators.
Several student items related to bullying were included on the survey. 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 having reported the lowest rates of experiencing bullying (see Figure 7). Approximately half of all students reported having witnessed other students being bullied at their schools (see Figure 8). Middle school students reported the highest rates of having witnessed bullying. Students’ reports of being bullied were notably lower than their reports of having witnessed other students bullied across all levels.

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 9). 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 (see Appendix A) with the exception...
of middle school students witnessing notably more bullying on the school bus than elementary and high school students. Responses to these questions by school level are in Appendix A.

Figure 9. Students Experiencing Bullying by Location

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 school students expressed the most agreement that they felt welcome in the school building. Middle and high school students had the lower level of agreement.

Figure 10. Welcoming School Environment

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Survey Item</th>
<th>Percent Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>ES, MS, and HS Students</td>
<td>I feel welcome at my school.</td>
<td>85</td>
</tr>
<tr>
<td>Parents/Caregivers</td>
<td>I feel welcome at my child’s school.</td>
<td>89</td>
</tr>
</tbody>
</table>

Office of Research 14 June 1, 2020
**Parent/Caregiver Engagement**

Overall, parents, school administrators, and school-based staff reported similar levels of agreement that BCPS schools encouraged parent/caregiver engagement.

*Figure 11. Encouraging Parent Engagement*

<table>
<thead>
<tr>
<th>Stakeholder Group</th>
<th>Survey Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parents/Caregivers</td>
<td>My child’s school encourages parent/caregiver engagement.</td>
</tr>
<tr>
<td>School-Based Staff</td>
<td>My school encourages parent/caregiver engagement.</td>
</tr>
<tr>
<td>School Administrators</td>
<td>BCPS encourages parent/caregiver engagement.</td>
</tr>
</tbody>
</table>

**Organizational Effectiveness**

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

**System, School, and Department Effectiveness**

Stakeholders were asked to grade the effectiveness of BCPS, their school, and/or their department. Grades of A, B, and C were considered effective. Parents and staff gave BCPS the highest grades while community members expressed the least satisfaction. School administrators’ grades were higher than school-based staff grades (Figure 12). School and department grades were high across stakeholders (Figure 13).
Figure 12. Graded BCPS as Effective (A, B, or C)

Parents/Caregivers: 85%
Community Members: 63%
School-Based Staff: 76%
School Administrators: 88%
Central Office Staff: 82%

Figure 13. Graded School/Department as Effective (A, B, or C)

ES Students: 92%
MS Students: 80%
HS Students: 84%
Parents/Caregivers: 91%
School-Based Staff: 86%
Central Office Staff: 86%
### Elementary School Students (Total Responses = 24,761; student response rate = 92.1%)

#### Academic Aspirations

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Getting good grades is important to me.</td>
<td>24,600</td>
<td>1.3</td>
<td>1.6</td>
<td>22.6</td>
<td>74.5</td>
</tr>
<tr>
<td>In school, I participate in class activities.</td>
<td>24,199</td>
<td>1.8</td>
<td>5.6</td>
<td>43.2</td>
<td>49.4</td>
</tr>
<tr>
<td>My teachers have high expectations for me to do well in school.</td>
<td>24,359</td>
<td>2.0</td>
<td>3.7</td>
<td>30.0</td>
<td>64.3</td>
</tr>
<tr>
<td>I am interested in my classes.</td>
<td>24,269</td>
<td>4.0</td>
<td>10.8</td>
<td>47.4</td>
<td>37.9</td>
</tr>
<tr>
<td>By the end of the year, I will be prepared to do well next year.</td>
<td>24,213</td>
<td>2.1</td>
<td>4.3</td>
<td>32.6</td>
<td>61.0</td>
</tr>
<tr>
<td>I pay attention in class.</td>
<td>24,215</td>
<td>2.2</td>
<td>7.7</td>
<td>50.8</td>
<td>39.3</td>
</tr>
</tbody>
</table>

#### Belonging

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most students do their best, even when their school work is difficult.</td>
<td>24,325</td>
<td>4.9</td>
<td>16.2</td>
<td>49.5</td>
<td>29.5</td>
</tr>
<tr>
<td>I feel safe at my school.</td>
<td>24,579</td>
<td>5.1</td>
<td>9.3</td>
<td>36.7</td>
<td>48.9</td>
</tr>
<tr>
<td>I feel like I can be myself when I am at school.</td>
<td>24,425</td>
<td>7.7</td>
<td>16.0</td>
<td>38.4</td>
<td>37.9</td>
</tr>
<tr>
<td>Students at my school treat me with respect.</td>
<td>24,257</td>
<td>8.5</td>
<td>20.3</td>
<td>49.2</td>
<td>22.0</td>
</tr>
<tr>
<td>Most students in my school are accepting of other students.</td>
<td>24,249</td>
<td>7.7</td>
<td>16.6</td>
<td>47.8</td>
<td>28.0</td>
</tr>
<tr>
<td>Most students in my school try to work out their disagreements with other students by talking to them.</td>
<td>24,434</td>
<td>13.3</td>
<td>24.9</td>
<td>43.1</td>
<td>18.6</td>
</tr>
<tr>
<td>I feel welcome at my school.</td>
<td>24,386</td>
<td>5.3</td>
<td>9.6</td>
<td>37.2</td>
<td>47.9</td>
</tr>
<tr>
<td>Most students in my school stop and think before doing anything when they get angry.</td>
<td>24,327</td>
<td>21.4</td>
<td>32.6</td>
<td>33.8</td>
<td>12.2</td>
</tr>
<tr>
<td>At my school, students cooperate with one another to complete school work.</td>
<td>24,124</td>
<td>5.8</td>
<td>14.2</td>
<td>53.5</td>
<td>26.5</td>
</tr>
<tr>
<td>At my school, students help each other.</td>
<td>24,074</td>
<td>5.0</td>
<td>11.4</td>
<td>52.1</td>
<td>31.5</td>
</tr>
<tr>
<td>At my school, students do things that are good for the school community.</td>
<td>24,200</td>
<td>7.7</td>
<td>17.1</td>
<td>46.0</td>
<td>29.3</td>
</tr>
</tbody>
</table>
## Elementary School Students (Total Responses = 24,761; student response rate = 92.1%)

### Student Support

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most adults at my school treat me with respect.</td>
<td>24,310</td>
<td>2.9</td>
<td>5.9</td>
<td>34.5</td>
<td>56.7</td>
</tr>
<tr>
<td>There is at least one adult at my school I can go to if I have a problem.</td>
<td>24,349</td>
<td>4.4</td>
<td>5.0</td>
<td>22.9</td>
<td>67.6</td>
</tr>
<tr>
<td>Most adults at my school care about me as a person.</td>
<td>24,274</td>
<td>2.7</td>
<td>5.3</td>
<td>36.1</td>
<td>55.9</td>
</tr>
<tr>
<td>My teachers listen to my ideas.</td>
<td>24,517</td>
<td>3.6</td>
<td>7.0</td>
<td>46.6</td>
<td>42.8</td>
</tr>
<tr>
<td>My teachers tell me how I do on my classwork, tests, and homework assignments.</td>
<td>24,285</td>
<td>3.5</td>
<td>8.5</td>
<td>39.9</td>
<td>48.1</td>
</tr>
<tr>
<td>My teachers talk to me about college and career choices.</td>
<td>24,219</td>
<td>17.7</td>
<td>26.6</td>
<td>34.8</td>
<td>20.9</td>
</tr>
</tbody>
</table>

### Additional Questions

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My school work is challenging.</td>
<td>24,404</td>
<td>4.7</td>
<td>23.0</td>
<td>56.9</td>
<td>15.4</td>
</tr>
<tr>
<td>Access to technology increases opportunities to make learning more personalized for me.</td>
<td>24,285</td>
<td>3.2</td>
<td>9.2</td>
<td>44.4</td>
<td>43.2</td>
</tr>
<tr>
<td>My teachers are able to use technology to meet my academic needs.</td>
<td>24,339</td>
<td>2.6</td>
<td>6.0</td>
<td>40.1</td>
<td>51.3</td>
</tr>
<tr>
<td>I am proud to be a student at this school.</td>
<td>24,199</td>
<td>5.5</td>
<td>8.0</td>
<td>33.5</td>
<td>53.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know how to respond during an emergency at school?</td>
<td>24,555</td>
<td>5.3</td>
<td>94.7</td>
</tr>
<tr>
<td>Do you have Internet access where you live?</td>
<td>24,230</td>
<td>6.6</td>
<td>93.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I was bullied at this school.</td>
<td>24,583</td>
<td>67.2</td>
<td>32.8</td>
</tr>
<tr>
<td>I have witnessed students bullied at this school.</td>
<td>24,566</td>
<td>50.5</td>
<td>49.5</td>
</tr>
</tbody>
</table>
## Elementary School Students (Total Responses = 24,761; student response rate = 92.1%)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Never (%)</th>
<th>Once or Twice (%)</th>
<th>Once a Month (%)</th>
<th>Everyday (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I was bullied in a classroom.</td>
<td>7,963</td>
<td>29.7</td>
<td>40.5</td>
<td>11.0</td>
<td>18.8</td>
</tr>
<tr>
<td>I was bullied outside of the classroom (cafeteria, gym, hallway, or stairs)</td>
<td>7,909</td>
<td>28.3</td>
<td>41.3</td>
<td>13.2</td>
<td>17.2</td>
</tr>
<tr>
<td>I was bullied on the school bus.</td>
<td>7,833</td>
<td>66.6</td>
<td>16.7</td>
<td>6.3</td>
<td>10.4</td>
</tr>
<tr>
<td>I was bullied online or by text.</td>
<td>7,852</td>
<td>71.1</td>
<td>16.2</td>
<td>5.5</td>
<td>7.2</td>
</tr>
<tr>
<td>Students were bullied in a classroom.</td>
<td>11,985</td>
<td>25.4</td>
<td>41.9</td>
<td>11.9</td>
<td>20.8</td>
</tr>
<tr>
<td>Students were bullied outside of the classroom (cafeteria, gym, hallway, or stairs)</td>
<td>11,949</td>
<td>19.3</td>
<td>42.4</td>
<td>17.4</td>
<td>20.9</td>
</tr>
<tr>
<td>Students were bullied on the school bus.</td>
<td>11,770</td>
<td>45.7</td>
<td>25.0</td>
<td>11.0</td>
<td>18.3</td>
</tr>
<tr>
<td>Students were bullied online or by text</td>
<td>11,817</td>
<td>59.3</td>
<td>20.3</td>
<td>8.7</td>
<td>11.7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give your school for its performance/effectiveness?</td>
<td>24,512</td>
<td>3.5</td>
<td>4.4</td>
<td>14.5</td>
<td>33.5</td>
<td>44.2</td>
</tr>
</tbody>
</table>
Middle School Students (Total Responses = 20,198; student response rate = 77.6%)

### Academic Aspirations

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understand that getting a good education is important.</td>
<td>20,140</td>
<td>2.4</td>
<td>1.3</td>
<td>24.9</td>
<td>71.4</td>
</tr>
<tr>
<td>In school, I participate in class activities.</td>
<td>19,824</td>
<td>3.1</td>
<td>9.4</td>
<td>58.0</td>
<td>29.5</td>
</tr>
<tr>
<td>My teachers set high standards for learning in their classes.</td>
<td>19,973</td>
<td>3.7</td>
<td>11.7</td>
<td>54.3</td>
<td>30.3</td>
</tr>
<tr>
<td>I am interested in my classes.</td>
<td>20,025</td>
<td>8.2</td>
<td>23.1</td>
<td>52.2</td>
<td>16.5</td>
</tr>
<tr>
<td>By the end of the year, I will be prepared to do well next year.</td>
<td>19,995</td>
<td>3.9</td>
<td>9.0</td>
<td>50.6</td>
<td>36.4</td>
</tr>
<tr>
<td>I pay attention in class.</td>
<td>20,040</td>
<td>2.6</td>
<td>8.4</td>
<td>60.3</td>
<td>28.6</td>
</tr>
<tr>
<td>My academic skills are improving.</td>
<td>19,922</td>
<td>3.0</td>
<td>9.4</td>
<td>55.3</td>
<td>32.3</td>
</tr>
<tr>
<td>My school work requires me to think about how academic topics relate to real-life situations.</td>
<td>20,006</td>
<td>9.0</td>
<td>24.3</td>
<td>47.4</td>
<td>19.3</td>
</tr>
<tr>
<td>By the time I complete middle school, I will be prepared for high school.</td>
<td>20,044</td>
<td>4.6</td>
<td>11.0</td>
<td>51.9</td>
<td>32.6</td>
</tr>
</tbody>
</table>

### Belonging

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most students do their best, even when their school work is difficult.</td>
<td>20,015</td>
<td>15.5</td>
<td>38.0</td>
<td>37.2</td>
<td>9.3</td>
</tr>
<tr>
<td>I feel safe at my school.</td>
<td>20,110</td>
<td>12.6</td>
<td>21.3</td>
<td>48.7</td>
<td>17.5</td>
</tr>
<tr>
<td>I feel like I can be myself when I am at school.</td>
<td>20,038</td>
<td>13.0</td>
<td>23.0</td>
<td>43.4</td>
<td>20.6</td>
</tr>
<tr>
<td>Students respect each other at my school.</td>
<td>20,001</td>
<td>30.3</td>
<td>38.5</td>
<td>26.2</td>
<td>5.0</td>
</tr>
<tr>
<td>Most students in my school are accepting of other students.</td>
<td>19,916</td>
<td>21.0</td>
<td>29.8</td>
<td>39.6</td>
<td>9.6</td>
</tr>
<tr>
<td>Most students in my school try to work out their disagreements with other students by talking to them.</td>
<td>20,026</td>
<td>30.2</td>
<td>35.3</td>
<td>28.0</td>
<td>6.5</td>
</tr>
<tr>
<td>I feel welcome at my school.</td>
<td>20,006</td>
<td>10.6</td>
<td>18.2</td>
<td>53.4</td>
<td>17.7</td>
</tr>
<tr>
<td>Most students in my school stop and think before doing anything when they get angry.</td>
<td>20,006</td>
<td>39.7</td>
<td>38.0</td>
<td>17.6</td>
<td>4.6</td>
</tr>
<tr>
<td>At my school, students cooperate with one another to complete school work.</td>
<td>19,927</td>
<td>11.9</td>
<td>22.7</td>
<td>54.1</td>
<td>11.2</td>
</tr>
</tbody>
</table>
Middle School Students (Total Responses = 20,198; student response rate = 77.6%)

Belonging (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>At my school, students help each other.</td>
<td>19,905</td>
<td>13.4</td>
<td>23.3</td>
<td>53.3</td>
<td>10.0</td>
</tr>
<tr>
<td>At my school, students do things that are good for the school community.</td>
<td>19,909</td>
<td>20.8</td>
<td>31.2</td>
<td>39.5</td>
<td>8.5</td>
</tr>
</tbody>
</table>

Student Support

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most adults at my school treat me with respect.</td>
<td>20,014</td>
<td>7.9</td>
<td>15.2</td>
<td>50.8</td>
<td>26.0</td>
</tr>
<tr>
<td>There is at least one adult at my school I can go to if I have a problem.</td>
<td>20,048</td>
<td>7.9</td>
<td>10.2</td>
<td>41.5</td>
<td>40.5</td>
</tr>
<tr>
<td>Most adults at my school care about me as a person.</td>
<td>19,989</td>
<td>8.1</td>
<td>16.4</td>
<td>53.1</td>
<td>22.4</td>
</tr>
<tr>
<td>My teachers listen to my ideas.</td>
<td>20,055</td>
<td>8.1</td>
<td>18.6</td>
<td>56.8</td>
<td>16.5</td>
</tr>
<tr>
<td>My teachers tell me how I do on my classwork, tests, and homework assignments.</td>
<td>20,006</td>
<td>6.0</td>
<td>13.9</td>
<td>55.1</td>
<td>25.0</td>
</tr>
<tr>
<td>My school gives me useful information about colleges and career.</td>
<td>19,967</td>
<td>10.7</td>
<td>22.1</td>
<td>47.4</td>
<td>19.8</td>
</tr>
</tbody>
</table>

Additional Questions

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am given challenging work at my school.</td>
<td>20,042</td>
<td>2.7</td>
<td>11.4</td>
<td>62.0</td>
<td>23.9</td>
</tr>
<tr>
<td>Access to technology increases opportunities to make learning more personalized for me.</td>
<td>20,041</td>
<td>5.0</td>
<td>13.3</td>
<td>49.4</td>
<td>32.3</td>
</tr>
<tr>
<td>My teachers are able to use technology to meet my academic needs.</td>
<td>20,069</td>
<td>5.0</td>
<td>11.9</td>
<td>54.4</td>
<td>28.7</td>
</tr>
<tr>
<td>I am proud to be a student at this school.</td>
<td>19,801</td>
<td>13.9</td>
<td>19.5</td>
<td>47.2</td>
<td>19.4</td>
</tr>
</tbody>
</table>
# Middle School Students (Total Responses = 20,198; student response rate = 77.6%)

*Additional Question (continued)*

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know how to respond during an emergency at school?</td>
<td>20,100</td>
<td>6.0</td>
<td>94.0</td>
</tr>
<tr>
<td>Do you have Internet access where you live?</td>
<td>19,951</td>
<td>5.4</td>
<td>94.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I was bullied at this school.</td>
<td>20,088</td>
<td>78.5</td>
<td>21.5</td>
</tr>
<tr>
<td>I have witnessed students bullied at this school.</td>
<td>20,090</td>
<td>39.6</td>
<td>60.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Never (%)</th>
<th>Once or Twice (%)</th>
<th>Once a Month (%)</th>
<th>Everyday (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I was bullied in a classroom.</td>
<td>4,286</td>
<td>20.3</td>
<td>46.8</td>
<td>12.9</td>
<td>20.1</td>
</tr>
<tr>
<td>I was bullied outside of the classroom (cafeteria, gym, hallway, or stairs)</td>
<td>4,273</td>
<td>22.9</td>
<td>43.3</td>
<td>14.1</td>
<td>19.7</td>
</tr>
<tr>
<td>I was bullied on the school bus.</td>
<td>4,239</td>
<td>61.6</td>
<td>19.5</td>
<td>7.3</td>
<td>11.6</td>
</tr>
<tr>
<td>I was bullied online or by text.</td>
<td>4,250</td>
<td>59.1</td>
<td>21.5</td>
<td>8.5</td>
<td>10.9</td>
</tr>
<tr>
<td>Students were bullied in a classroom.</td>
<td>12,073</td>
<td>14.2</td>
<td>43.3</td>
<td>16.0</td>
<td>26.5</td>
</tr>
<tr>
<td>Students were bullied outside of the classroom (cafeteria, gym, hallway, or stairs)</td>
<td>12,045</td>
<td>7.1</td>
<td>34.8</td>
<td>21.5</td>
<td>36.5</td>
</tr>
<tr>
<td>Students were bullied on the school bus.</td>
<td>11,920</td>
<td>29.5</td>
<td>30.0</td>
<td>15.6</td>
<td>24.9</td>
</tr>
<tr>
<td>Students were bullied online or by text.</td>
<td>11,973</td>
<td>27.6</td>
<td>25.6</td>
<td>16.8</td>
<td>30.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give your school for its performance/effectiveness?</td>
<td>20,085</td>
<td>7.6</td>
<td>12.7</td>
<td>32.9</td>
<td>34.9</td>
<td>11.9</td>
</tr>
</tbody>
</table>
High School Students (Total Responses = 20,158; student response rate = 59.8%)

**Academic Aspirations**

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understand that getting a good education is important.</td>
<td>20,037</td>
<td>3.1</td>
<td>1.5</td>
<td>28.9</td>
<td>66.5</td>
</tr>
<tr>
<td>In school, I participate in class activities.</td>
<td>19,918</td>
<td>3.9</td>
<td>10.3</td>
<td>60.4</td>
<td>25.5</td>
</tr>
<tr>
<td>My teachers set high standards for learning in their classes.</td>
<td>19,979</td>
<td>4.3</td>
<td>12.6</td>
<td>58.6</td>
<td>24.5</td>
</tr>
<tr>
<td>I am interested in my classes.</td>
<td>19,977</td>
<td>8.0</td>
<td>22.7</td>
<td>54.4</td>
<td>14.9</td>
</tr>
<tr>
<td>I pay attention in class.</td>
<td>19,941</td>
<td>3.1</td>
<td>8.6</td>
<td>65.3</td>
<td>22.9</td>
</tr>
<tr>
<td>My academic skills are improving.</td>
<td>19,922</td>
<td>4.5</td>
<td>13.6</td>
<td>56.9</td>
<td>25.0</td>
</tr>
<tr>
<td>My school work requires me to think about how academic topics relate to real-life situations.</td>
<td>19,980</td>
<td>14.9</td>
<td>29.0</td>
<td>42.0</td>
<td>14.0</td>
</tr>
<tr>
<td>By the time I graduate, I will be prepared for college and/or a career.</td>
<td>19,980</td>
<td>7.8</td>
<td>17.0</td>
<td>50.6</td>
<td>24.6</td>
</tr>
</tbody>
</table>

**Belonging**

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most students do their best, even when their school work is difficult.</td>
<td>19,994</td>
<td>13.4</td>
<td>35.8</td>
<td>41.4</td>
<td>9.4</td>
</tr>
<tr>
<td>I feel safe at my school.</td>
<td>20,006</td>
<td>10.0</td>
<td>18.4</td>
<td>54.8</td>
<td>16.8</td>
</tr>
<tr>
<td>I feel like I can be myself when I am at school.</td>
<td>19,971</td>
<td>10.0</td>
<td>18.3</td>
<td>51.2</td>
<td>20.4</td>
</tr>
<tr>
<td>Students respect each other at my school.</td>
<td>19,964</td>
<td>20.6</td>
<td>32.9</td>
<td>38.7</td>
<td>7.8</td>
</tr>
<tr>
<td>Most students in my school are accepting of other students.</td>
<td>19,909</td>
<td>14.7</td>
<td>24.4</td>
<td>48.5</td>
<td>12.3</td>
</tr>
<tr>
<td>Most students in my school try to work out their disagreements with other students by talking to them.</td>
<td>19,952</td>
<td>21.7</td>
<td>33.5</td>
<td>37.3</td>
<td>7.5</td>
</tr>
<tr>
<td>I feel welcome at my school.</td>
<td>19,948</td>
<td>8.0</td>
<td>16.1</td>
<td>60.2</td>
<td>15.7</td>
</tr>
<tr>
<td>Most students in my school stop and think before doing anything when they get angry.</td>
<td>19,921</td>
<td>28.1</td>
<td>36.9</td>
<td>28.8</td>
<td>6.3</td>
</tr>
<tr>
<td>At my school, students cooperate with one another to complete school work.</td>
<td>19,935</td>
<td>8.0</td>
<td>17.0</td>
<td>59.4</td>
<td>15.6</td>
</tr>
<tr>
<td>At my school, students help each other.</td>
<td>19,901</td>
<td>8.6</td>
<td>18.1</td>
<td>58.8</td>
<td>14.6</td>
</tr>
</tbody>
</table>
High School Students (Total Responses = 20,158; student response rate = 59.8%)

Belonging (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>At my school, students do things that are good for the school community.</td>
<td>19,895</td>
<td>12.9</td>
<td>27.3</td>
<td>48.9</td>
<td>10.9</td>
</tr>
</tbody>
</table>

Student Support

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most adults at my school treat me with respect.</td>
<td>19,970</td>
<td>6.8</td>
<td>12.6</td>
<td>57.7</td>
<td>23.0</td>
</tr>
<tr>
<td>There is at least one adult at my school I can go to if I have a problem.</td>
<td>19,959</td>
<td>7.8</td>
<td>11.6</td>
<td>48.6</td>
<td>32.0</td>
</tr>
<tr>
<td>Most adults at my school care about me as a person.</td>
<td>19,941</td>
<td>7.9</td>
<td>18.1</td>
<td>56.5</td>
<td>17.5</td>
</tr>
<tr>
<td>My teachers listen to my ideas.</td>
<td>19,955</td>
<td>6.6</td>
<td>17.6</td>
<td>62.1</td>
<td>13.7</td>
</tr>
<tr>
<td>My teachers tell me how I do on my classwork, tests, and homework assignments.</td>
<td>19,961</td>
<td>6.1</td>
<td>15.3</td>
<td>57.8</td>
<td>20.9</td>
</tr>
<tr>
<td>My school gives me useful information about colleges and career.</td>
<td>19,937</td>
<td>8.9</td>
<td>19.5</td>
<td>51.2</td>
<td>20.4</td>
</tr>
</tbody>
</table>

Additional Questions

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am given challenging work at my school.</td>
<td>19,980</td>
<td>2.8</td>
<td>9.9</td>
<td>59.5</td>
<td>27.8</td>
</tr>
<tr>
<td>Access to technology increases opportunities to make learning more personalized for me.</td>
<td>19,981</td>
<td>6.9</td>
<td>15.1</td>
<td>51.7</td>
<td>26.3</td>
</tr>
<tr>
<td>My teachers are able to use technology to meet my academic needs.</td>
<td>19,990</td>
<td>6.1</td>
<td>13.7</td>
<td>58.3</td>
<td>21.9</td>
</tr>
<tr>
<td>I am proud to be a student at this school.</td>
<td>19,769</td>
<td>11.7</td>
<td>18.2</td>
<td>50.9</td>
<td>19.2</td>
</tr>
</tbody>
</table>
## High School Students (Total Responses = 20,158; student response rate = 59.8%)

### Additional Questions (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know how to respond during an emergency at school?</td>
<td>20,095</td>
<td>8.2</td>
<td>91.8</td>
</tr>
<tr>
<td>Do you have Internet access where you live?</td>
<td>19,975</td>
<td>5.0</td>
<td>95.0</td>
</tr>
<tr>
<td>I was bullied at this school.</td>
<td>20,081</td>
<td>88.1</td>
<td>11.9</td>
</tr>
<tr>
<td>I have witnessed students bullied at this school.</td>
<td>20,075</td>
<td>54.2</td>
<td>45.8</td>
</tr>
<tr>
<td>I was bullied in a classroom.</td>
<td>2,363</td>
<td>28.0</td>
<td>41.3</td>
</tr>
<tr>
<td>I was bullied outside of the classroom (cafeteria, gym, hallway, or stairs)</td>
<td>2,369</td>
<td>27.0</td>
<td>40.6</td>
</tr>
<tr>
<td>I was bullied on the school bus.</td>
<td>2,347</td>
<td>65.5</td>
<td>15.9</td>
</tr>
<tr>
<td>I was bullied online or by text.</td>
<td>2,351</td>
<td>41.9</td>
<td>28.4</td>
</tr>
<tr>
<td>Students were bullied in a classroom.</td>
<td>9,407</td>
<td>19.4</td>
<td>44.6</td>
</tr>
<tr>
<td>Students were bullied outside of the classroom (cafeteria, gym, hallway, or stairs)</td>
<td>9,390</td>
<td>11.1</td>
<td>41.8</td>
</tr>
<tr>
<td>Students were bullied on the school bus.</td>
<td>9,311</td>
<td>44.5</td>
<td>27.5</td>
</tr>
<tr>
<td>Students were bullied online or by text</td>
<td>9,351</td>
<td>21.0</td>
<td>27.4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give your school for its performance/effectiveness?</td>
<td>20,093</td>
<td>5.3</td>
<td>10.5</td>
<td>32.6</td>
<td>37.8</td>
<td>13.7</td>
</tr>
</tbody>
</table>
Parents/Caregivers (Total Responses = 8,833)

**Academics**

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The school sets high academic standards.</td>
<td>8,797</td>
<td>3.6</td>
<td>9.0</td>
<td>52.8</td>
<td>34.7</td>
</tr>
<tr>
<td>My child does work that prepares him/her for the next academic year.</td>
<td>8,797</td>
<td>2.7</td>
<td>7.4</td>
<td>53.6</td>
<td>36.3</td>
</tr>
<tr>
<td>The school's academic program prepares students for college and career.</td>
<td>8,648</td>
<td>4.0</td>
<td>13.7</td>
<td>54.3</td>
<td>27.9</td>
</tr>
<tr>
<td>The school challenges students to maximize their potential.</td>
<td>8,770</td>
<td>4.9</td>
<td>15.2</td>
<td>48.9</td>
<td>31.0</td>
</tr>
<tr>
<td>The school provides its students with a high-quality education.</td>
<td>8,771</td>
<td>3.9</td>
<td>12.0</td>
<td>49.6</td>
<td>34.4</td>
</tr>
<tr>
<td>I am satisfied with the instruction my child receives at this school.</td>
<td>8,781</td>
<td>5.1</td>
<td>13.3</td>
<td>47.8</td>
<td>33.8</td>
</tr>
<tr>
<td>Making learning more personalized for students helps teachers to meet the</td>
<td>8,770</td>
<td>3.3</td>
<td>7.0</td>
<td>44.1</td>
<td>45.6</td>
</tr>
<tr>
<td>academic needs of all students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to technology increases opportunities for making learning more</td>
<td>8,775</td>
<td>4.3</td>
<td>10.7</td>
<td>47.6</td>
<td>37.4</td>
</tr>
<tr>
<td>personalized for students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers are able to use technology to meet the academic needs of all</td>
<td>8,755</td>
<td>4.7</td>
<td>15.0</td>
<td>52.1</td>
<td>28.3</td>
</tr>
<tr>
<td>students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Safety and Security**

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school is safe and secure.</td>
<td>8,796</td>
<td>5.6</td>
<td>10.3</td>
<td>48.8</td>
<td>35.4</td>
</tr>
<tr>
<td>Students respect each other at this school.</td>
<td>8,779</td>
<td>8.5</td>
<td>17.3</td>
<td>51.9</td>
<td>22.2</td>
</tr>
<tr>
<td>My child is treated with respect at this school.</td>
<td>8,786</td>
<td>4.7</td>
<td>9.2</td>
<td>54.3</td>
<td>31.9</td>
</tr>
<tr>
<td>Bullying is a problem at this school.</td>
<td>8,649</td>
<td>16.7</td>
<td>51.8</td>
<td>21.9</td>
<td>9.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>In case of an emergency, do you know the procedures at this school?</td>
<td>8,796</td>
<td>25.3</td>
<td>74.7</td>
</tr>
</tbody>
</table>
## 2020 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

### Parents/Caregivers (Total Responses = 8,833)

#### Communications

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication to and from the school system is open, clear, and timely.</td>
<td>8,806</td>
<td>5.7</td>
<td>12.1</td>
<td>47.6</td>
<td>34.6</td>
</tr>
<tr>
<td>Information and results data are available and easily accessible.</td>
<td>8,737</td>
<td>4.1</td>
<td>14.9</td>
<td>53.6</td>
<td>27.5</td>
</tr>
<tr>
<td>I feel welcome at my child's school.</td>
<td>8,790</td>
<td>3.5</td>
<td>7.5</td>
<td>45.8</td>
<td>43.2</td>
</tr>
<tr>
<td>The school provides opportunities for two-way communication.</td>
<td>8,767</td>
<td>3.8</td>
<td>9.1</td>
<td>51.0</td>
<td>36.1</td>
</tr>
<tr>
<td>I know how to get school information when I need it.</td>
<td>8,777</td>
<td>2.6</td>
<td>9.9</td>
<td>52.0</td>
<td>35.5</td>
</tr>
<tr>
<td>School staff return phone calls or e-mails in a timely manner.</td>
<td>8,734</td>
<td>4.8</td>
<td>9.8</td>
<td>46.8</td>
<td>38.5</td>
</tr>
<tr>
<td>I am satisfied with the quality of information about my child's academic and social progress.</td>
<td>8,788</td>
<td>4.9</td>
<td>14.1</td>
<td>48.3</td>
<td>32.8</td>
</tr>
<tr>
<td>Communication to and from my child's school is easy to understand.</td>
<td>8,771</td>
<td>2.8</td>
<td>7.7</td>
<td>52.2</td>
<td>37.3</td>
</tr>
<tr>
<td>My child's school encourages parent/caregiver engagement.</td>
<td>8,746</td>
<td>4.6</td>
<td>11.6</td>
<td>45.3</td>
<td>38.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you have broadband Internet access where you live?</td>
<td>8,769</td>
<td>5.2</td>
<td>94.8</td>
</tr>
</tbody>
</table>

#### Organizational Effectiveness

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with the ability of the teachers to meet the needs of my child.</td>
<td>8,773</td>
<td>4.6</td>
<td>12.3</td>
<td>49.5</td>
<td>33.6</td>
</tr>
<tr>
<td>I am satisfied with the principal's leadership at my child's school.</td>
<td>8,722</td>
<td>6.9</td>
<td>9.7</td>
<td>44.7</td>
<td>38.8</td>
</tr>
<tr>
<td>I am satisfied with school improvement planning at my child's school.</td>
<td>8,544</td>
<td>6.6</td>
<td>16.4</td>
<td>50.6</td>
<td>26.4</td>
</tr>
<tr>
<td>I am satisfied with the superintendent's leadership and vision.</td>
<td>8,403</td>
<td>7.0</td>
<td>17.2</td>
<td>58.6</td>
<td>17.2</td>
</tr>
<tr>
<td>Community members, parents/caregivers, teachers, and school leaders work together to solve school-based challenges.</td>
<td>8,597</td>
<td>6.1</td>
<td>17.0</td>
<td>53.6</td>
<td>23.4</td>
</tr>
</tbody>
</table>
Parents/Caregivers (Total Responses = 8,833)

Organizational Effectiveness (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Definitely Not (%)</th>
<th>Probably Not (%)</th>
<th>Probably Yes (%)</th>
<th>Definitely Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would you recommend this school to other parents/caregivers?</td>
<td>8,776</td>
<td>6.2</td>
<td>10.8</td>
<td>33.4</td>
<td>49.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give your child's school for its performance/effectiveness?</td>
<td>8,795</td>
<td>3.0</td>
<td>6.1</td>
<td>15.5</td>
<td>35.8</td>
<td>39.5</td>
</tr>
<tr>
<td>What grade would you give BCPS for its performance/effectiveness?</td>
<td>8,763</td>
<td>4.8</td>
<td>10.2</td>
<td>26.6</td>
<td>40.1</td>
<td>18.4</td>
</tr>
</tbody>
</table>
## Community Members (Total Responses = 539)

### Academics

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCPS sets high academic standards.</td>
<td>528</td>
<td>14.4</td>
<td>23.1</td>
<td>51.7</td>
<td>10.8</td>
</tr>
<tr>
<td>BCPS' academic program prepares students for college and career.</td>
<td>520</td>
<td>16.9</td>
<td>28.5</td>
<td>44.8</td>
<td>9.8</td>
</tr>
<tr>
<td>BCPS challenges students to maximize their potential.</td>
<td>516</td>
<td>16.3</td>
<td>31.6</td>
<td>43.6</td>
<td>8.5</td>
</tr>
<tr>
<td>BCPS provides its students with a high-quality education.</td>
<td>513</td>
<td>15.2</td>
<td>28.7</td>
<td>46.8</td>
<td>9.4</td>
</tr>
<tr>
<td>Making learning more personalized for students helps teachers to meet the</td>
<td>510</td>
<td>11.6</td>
<td>20.2</td>
<td>44.7</td>
<td>23.5</td>
</tr>
<tr>
<td>academic needs of all students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Access to technology increases opportunities for making learning more</td>
<td>517</td>
<td>12.0</td>
<td>23.2</td>
<td>46.4</td>
<td>18.4</td>
</tr>
<tr>
<td>personalized for students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers are able to use technology to meet the academic needs of all</td>
<td>512</td>
<td>12.7</td>
<td>30.5</td>
<td>43.9</td>
<td>12.9</td>
</tr>
<tr>
<td>students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Safety and Security

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCPS schools are safe.</td>
<td>538</td>
<td>23.6</td>
<td>29.2</td>
<td>37.7</td>
<td>9.5</td>
</tr>
</tbody>
</table>

### Communications

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication to and from the school system is open, clear, and timely.</td>
<td>525</td>
<td>17.1</td>
<td>30.5</td>
<td>40.0</td>
<td>12.4</td>
</tr>
<tr>
<td>Information and results data are available and easily accessible.</td>
<td>520</td>
<td>14.4</td>
<td>31.9</td>
<td>44.2</td>
<td>9.4</td>
</tr>
<tr>
<td>The school system provides opportunities for two-way communication.</td>
<td>514</td>
<td>15.2</td>
<td>28.0</td>
<td>47.7</td>
<td>9.1</td>
</tr>
<tr>
<td>I know how to get school information when I need it.</td>
<td>518</td>
<td>10.2</td>
<td>26.6</td>
<td>49.8</td>
<td>13.3</td>
</tr>
</tbody>
</table>
Community Members (Total Responses = 539)

Organizational Effectiveness

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with the superintendent's leadership and vision.</td>
<td>512</td>
<td>16.4</td>
<td>27.5</td>
<td>48.6</td>
<td>7.4</td>
</tr>
<tr>
<td>Community members, parents/caregivers, teachers, and school leaders work</td>
<td>512</td>
<td>20.5</td>
<td>38.3</td>
<td>31.8</td>
<td>9.4</td>
</tr>
<tr>
<td>together to solve school-based challenges.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Definitely Not (%)</th>
<th>Probably Not (%)</th>
<th>Probably Yes (%)</th>
<th>Definitely Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would you recommend BCPS to others?</td>
<td>523</td>
<td>19.1</td>
<td>28.9</td>
<td>38.8</td>
<td>13.2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give BCPS for its performance/effectiveness?</td>
<td>521</td>
<td>12.9</td>
<td>24.0</td>
<td>30.7</td>
<td>25.7</td>
<td>6.7</td>
</tr>
</tbody>
</table>
## School Staff (Total Responses = 6,766)

### Academics

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My school has high expectations for the academic performance of all students.</td>
<td>6,741</td>
<td>3.4</td>
<td>9.7</td>
<td>46.2</td>
<td>40.7</td>
</tr>
<tr>
<td>The academic program at my school is designed to meet the needs of all students.</td>
<td>6,733</td>
<td>5.4</td>
<td>20.5</td>
<td>48.2</td>
<td>25.9</td>
</tr>
<tr>
<td>My work contributes to students' college and career readiness.</td>
<td>6,685</td>
<td>2.9</td>
<td>8.8</td>
<td>49.6</td>
<td>38.7</td>
</tr>
<tr>
<td>Adults in my school believe that all students have the ability to achieve.</td>
<td>6,719</td>
<td>3.3</td>
<td>14.1</td>
<td>47.3</td>
<td>35.4</td>
</tr>
<tr>
<td>Additional instructional supports from our school system are available to students who need them.</td>
<td>6,707</td>
<td>11.0</td>
<td>23.6</td>
<td>43.1</td>
<td>22.3</td>
</tr>
<tr>
<td>I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices.</td>
<td>6,645</td>
<td>16.7</td>
<td>28.2</td>
<td>39.1</td>
<td>15.9</td>
</tr>
<tr>
<td>Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices.</td>
<td>6,668</td>
<td>3.4</td>
<td>13.3</td>
<td>53.0</td>
<td>30.3</td>
</tr>
<tr>
<td>Making learning more personalized for students helps teachers to meet the academic needs of all students.</td>
<td>6,679</td>
<td>2.3</td>
<td>6.0</td>
<td>49.0</td>
<td>42.8</td>
</tr>
<tr>
<td>Access to technology increases opportunities for making learning more personalized for students.</td>
<td>6,698</td>
<td>4.3</td>
<td>14.8</td>
<td>51.9</td>
<td>29.0</td>
</tr>
<tr>
<td>Teachers are able to use technology to meet the academic needs of all students.</td>
<td>6,703</td>
<td>5.1</td>
<td>17.8</td>
<td>51.6</td>
<td>25.5</td>
</tr>
</tbody>
</table>

### Safety and Security

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel safe and secure at work.</td>
<td>6,741</td>
<td>6.5</td>
<td>13.5</td>
<td>44.5</td>
<td>35.5</td>
</tr>
<tr>
<td>Adults at my school respect each other.</td>
<td>6,741</td>
<td>3.9</td>
<td>11.7</td>
<td>49.7</td>
<td>34.7</td>
</tr>
<tr>
<td>Additional behavioral supports are available from our school system for students who need them.</td>
<td>6,722</td>
<td>15.6</td>
<td>25.5</td>
<td>38.9</td>
<td>20.1</td>
</tr>
<tr>
<td>Students at my school respect each other.</td>
<td>6,713</td>
<td>12.7</td>
<td>29.5</td>
<td>47.6</td>
<td>10.2</td>
</tr>
<tr>
<td>Discipline policies and procedures are implemented consistently at my school.</td>
<td>6,716</td>
<td>19.6</td>
<td>29.9</td>
<td>35.7</td>
<td>14.8</td>
</tr>
<tr>
<td>Bullying is a problem at this school.</td>
<td>6,679</td>
<td>14.9</td>
<td>46.8</td>
<td>28.7</td>
<td>9.6</td>
</tr>
</tbody>
</table>
# 2020 BCPS Stakeholder Survey
Appendix A – Results by Stakeholder Group

## School Staff (Total Responses = 6,766)

### Safety and Security (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know how to respond during an emergency at work?</td>
<td>6,720</td>
<td>2.7</td>
<td>97.3</td>
</tr>
</tbody>
</table>

### Communications

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication at my school is open, clear, and timely.</td>
<td>6,730</td>
<td>8.7</td>
<td>22.4</td>
<td>46.8</td>
<td>22.1</td>
</tr>
<tr>
<td>Information and results data are available and easily accessible.</td>
<td>6,675</td>
<td>3.5</td>
<td>14.3</td>
<td>56.1</td>
<td>26.1</td>
</tr>
<tr>
<td>I am able to share my ideas and opinions with my school leadership.</td>
<td>6,710</td>
<td>6.4</td>
<td>12.6</td>
<td>48.7</td>
<td>32.3</td>
</tr>
<tr>
<td>I am provided performance feedback that is useful to me.</td>
<td>6,701</td>
<td>4.9</td>
<td>13.1</td>
<td>52.5</td>
<td>29.5</td>
</tr>
<tr>
<td>My school encourages parent/caregiver engagement.</td>
<td>6,692</td>
<td>2.6</td>
<td>7.6</td>
<td>53.8</td>
<td>36.0</td>
</tr>
<tr>
<td>Teachers at my school communicate frequently to parents/caregivers about student progress.</td>
<td>6,684</td>
<td>1.8</td>
<td>6.6</td>
<td>56.1</td>
<td>35.5</td>
</tr>
<tr>
<td>Teachers and staff at my school have the opportunity for dialogue and planning across grades and/or subjects.</td>
<td>6,671</td>
<td>9.4</td>
<td>23.2</td>
<td>46.4</td>
<td>21.0</td>
</tr>
</tbody>
</table>

### Organizational Effectiveness

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you have broadband Internet access where you live?</td>
<td>6,706</td>
<td>5.1</td>
<td>94.9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I work in a collaborative, professional work environment.</td>
<td>6,720</td>
<td>3.7</td>
<td>10.4</td>
<td>54.1</td>
<td>31.8</td>
</tr>
<tr>
<td>I receive the information I need to perform my job effectively.</td>
<td>6,724</td>
<td>3.8</td>
<td>14.2</td>
<td>54.4</td>
<td>27.6</td>
</tr>
</tbody>
</table>
## School Staff (Total Responses = 6,766)

*Organizational Effectiveness (continued)*

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional development offerings are relevant to my work.</td>
<td>6,697</td>
<td>7.0</td>
<td>19.8</td>
<td>50.7</td>
<td>22.5</td>
</tr>
<tr>
<td>I have opportunities for professional growth.</td>
<td>6,698</td>
<td>4.2</td>
<td>11.2</td>
<td>56.7</td>
<td>27.9</td>
</tr>
<tr>
<td>Overall, school leadership is supportive of my professional growth.</td>
<td>6,717</td>
<td>6.7</td>
<td>14.9</td>
<td>52.4</td>
<td>26.0</td>
</tr>
<tr>
<td>Roles and responsibilities within my school are understood.</td>
<td>6,681</td>
<td>3.1</td>
<td>10.7</td>
<td>57.6</td>
<td>28.6</td>
</tr>
<tr>
<td>I have the tools, resources and technology to do my job.</td>
<td>6,704</td>
<td>19.2</td>
<td>25.6</td>
<td>41.1</td>
<td>14.2</td>
</tr>
<tr>
<td>Students at my school have access to instructional technology needed to succeed.</td>
<td>6,690</td>
<td>5.0</td>
<td>9.6</td>
<td>48.4</td>
<td>37.0</td>
</tr>
<tr>
<td>The workload expected of me is manageable.</td>
<td>6,706</td>
<td>5.8</td>
<td>17.1</td>
<td>49.9</td>
<td>27.2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Definitely Not (%)</th>
<th>Probably Not (%)</th>
<th>Probably Yes (%)</th>
<th>Definitely Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would you send your child to this school or recommend this school to another parent/caregiver?</td>
<td>6,706</td>
<td>16.8</td>
<td>23.0</td>
<td>34.7</td>
<td>25.6</td>
</tr>
<tr>
<td>Would you recommend this school to a friend seeking employment?</td>
<td>6,706</td>
<td>10.1</td>
<td>18.1</td>
<td>38.4</td>
<td>33.3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give your school for its performance/effectiveness?</td>
<td>6,730</td>
<td>3.4</td>
<td>10.4</td>
<td>25.3</td>
<td>35.2</td>
<td>25.7</td>
</tr>
<tr>
<td>What grade would you give BCPS for its performance/effectiveness?</td>
<td>6,734</td>
<td>6.6</td>
<td>17.8</td>
<td>37.5</td>
<td>30.3</td>
<td>7.7</td>
</tr>
</tbody>
</table>
### School Administrators (Total Responses = 322)

#### Academics

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCPS has high expectations for the academic performance of all students.</td>
<td>319</td>
<td>7.2</td>
<td>3.8</td>
<td>48.6</td>
<td>40.4</td>
</tr>
<tr>
<td>The academic program in our school system is designed to meet the needs of all students.</td>
<td>319</td>
<td>10.7</td>
<td>18.2</td>
<td>49.5</td>
<td>21.6</td>
</tr>
<tr>
<td>My work contributes to students' college and career readiness.</td>
<td>318</td>
<td>7.5</td>
<td>3.1</td>
<td>41.8</td>
<td>47.5</td>
</tr>
<tr>
<td>Adults in our school system believe that all students have the ability to achieve.</td>
<td>313</td>
<td>7.7</td>
<td>14.4</td>
<td>58.8</td>
<td>19.2</td>
</tr>
<tr>
<td>Additional instructional supports from our school system are available to students who need them.</td>
<td>316</td>
<td>11.1</td>
<td>23.4</td>
<td>47.5</td>
<td>18.0</td>
</tr>
<tr>
<td>I have time available during the school day to collaborate with my colleagues regarding curriculum and instructional practices.</td>
<td>316</td>
<td>9.8</td>
<td>27.2</td>
<td>42.1</td>
<td>20.9</td>
</tr>
<tr>
<td>Teachers in my school regularly analyze and use student achievement data in collaboration with colleagues to adjust instructional practices.</td>
<td>317</td>
<td>6.6</td>
<td>10.1</td>
<td>51.1</td>
<td>32.2</td>
</tr>
<tr>
<td>Making learning more personalized for students helps teachers to meet the academic needs of all students.</td>
<td>318</td>
<td>7.2</td>
<td>4.1</td>
<td>33.0</td>
<td>55.7</td>
</tr>
<tr>
<td>Access to technology increases opportunities for making learning more personalized for students.</td>
<td>318</td>
<td>6.6</td>
<td>9.4</td>
<td>53.5</td>
<td>30.5</td>
</tr>
<tr>
<td>Teachers are able to use technology to meet the academic needs of all students.</td>
<td>318</td>
<td>7.9</td>
<td>19.5</td>
<td>49.4</td>
<td>23.3</td>
</tr>
</tbody>
</table>

#### Safety and Security

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel safe and secure at work.</td>
<td>315</td>
<td>7.6</td>
<td>3.5</td>
<td>36.2</td>
<td>52.7</td>
</tr>
<tr>
<td>Adults at my school respect each other.</td>
<td>317</td>
<td>8.2</td>
<td>3.8</td>
<td>50.5</td>
<td>37.5</td>
</tr>
<tr>
<td>Additional behavioral supports are available from our school system for students who need them.</td>
<td>318</td>
<td>19.5</td>
<td>27.7</td>
<td>35.5</td>
<td>17.3</td>
</tr>
<tr>
<td>Students at my school respect each other.</td>
<td>318</td>
<td>8.8</td>
<td>7.9</td>
<td>63.2</td>
<td>20.1</td>
</tr>
<tr>
<td>Discipline policies and procedures are implemented consistently at my school.</td>
<td>318</td>
<td>7.5</td>
<td>6.0</td>
<td>51.9</td>
<td>34.6</td>
</tr>
<tr>
<td>Bullying is a problem at this school.</td>
<td>314</td>
<td>34.7</td>
<td>50.6</td>
<td>11.1</td>
<td>3.5</td>
</tr>
</tbody>
</table>
School Administrators (Total Responses = 322)

Safety and Security (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know how to respond during an emergency at work?</td>
<td>312</td>
<td>7.1</td>
<td>92.9</td>
</tr>
</tbody>
</table>

Communications

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication in our system is open, clear, and timely.</td>
<td>318</td>
<td>8.5</td>
<td>20.4</td>
<td>51.9</td>
<td>19.2</td>
</tr>
<tr>
<td>Information and results data are available and easily accessible.</td>
<td>317</td>
<td>8.2</td>
<td>8.8</td>
<td>53.9</td>
<td>29.0</td>
</tr>
<tr>
<td>I am able to share my ideas and opinions with school system leadership.</td>
<td>317</td>
<td>10.1</td>
<td>13.2</td>
<td>47.3</td>
<td>29.3</td>
</tr>
<tr>
<td>I am provided performance feedback that is useful to me.</td>
<td>319</td>
<td>7.8</td>
<td>92.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BCPS encourages parent/caregiver engagement.</td>
<td>317</td>
<td>7.6</td>
<td>3.2</td>
<td>50.5</td>
<td>38.8</td>
</tr>
<tr>
<td>Teachers at my school communicate frequently to parents/caregivers about student progress.</td>
<td>317</td>
<td>6.9</td>
<td>6.3</td>
<td>52.1</td>
<td>34.7</td>
</tr>
<tr>
<td>Teachers and staff at my school have the opportunity for dialogue and planning across grades and/or subjects.</td>
<td>319</td>
<td>7.5</td>
<td>10.7</td>
<td>48.0</td>
<td>33.9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you have broadband Internet access where you live?</td>
<td>319</td>
<td>7.8</td>
<td>92.2</td>
</tr>
</tbody>
</table>

Organizational Effectiveness

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I work in a collaborative, professional work environment.</td>
<td>317</td>
<td>8.2</td>
<td>3.2</td>
<td>40.1</td>
<td>48.6</td>
</tr>
<tr>
<td>I receive the information I need to perform my job effectively.</td>
<td>314</td>
<td>6.7</td>
<td>7.3</td>
<td>51.9</td>
<td>34.1</td>
</tr>
</tbody>
</table>
### School Administrators (Total Responses = 322)

#### Organizational Effectiveness (continued)

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional development offerings are relevant to my work.</td>
<td>314</td>
<td>7.6</td>
<td>13.7</td>
<td>50.3</td>
<td>28.3</td>
</tr>
<tr>
<td>I have opportunities for professional growth.</td>
<td>313</td>
<td>7.3</td>
<td>6.1</td>
<td>53.0</td>
<td>33.5</td>
</tr>
<tr>
<td>Overall, system leadership is supportive of my professional growth.</td>
<td>309</td>
<td>7.8</td>
<td>9.7</td>
<td>46.0</td>
<td>36.6</td>
</tr>
<tr>
<td>Roles and responsibilities within my school are understood.</td>
<td>310</td>
<td>7.1</td>
<td>7.4</td>
<td>46.8</td>
<td>38.7</td>
</tr>
<tr>
<td>I have the tools, resources and technology to do my job.</td>
<td>309</td>
<td>16.8</td>
<td>24.6</td>
<td>45.0</td>
<td>13.6</td>
</tr>
<tr>
<td>My school has access to instructional technology needed for students to succeed.</td>
<td>313</td>
<td>7.3</td>
<td>9.3</td>
<td>44.7</td>
<td>38.7</td>
</tr>
<tr>
<td>The workload expected of me is manageable.</td>
<td>311</td>
<td>7.7</td>
<td>3.5</td>
<td>44.4</td>
<td>44.4</td>
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<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Definitely Not (%)</th>
<th>Probably Not (%)</th>
<th>Probably Yes (%)</th>
<th>Definitely Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would you send your child to a school in our system or recommend schools in this system to another parent/caregiver?</td>
<td>312</td>
<td>8.7</td>
<td>9.6</td>
<td>37.2</td>
<td>44.6</td>
</tr>
<tr>
<td>Would you recommend our school system to a friend seeking employment?</td>
<td>309</td>
<td>7.1</td>
<td>8.4</td>
<td>36.9</td>
<td>47.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give BCPS for its performance/effectiveness?</td>
<td>315</td>
<td>6.7</td>
<td>5.7</td>
<td>23.2</td>
<td>49.8</td>
<td>14.6</td>
</tr>
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</table>
## Central Office Staff (Total Responses = 1,437)

### Academics

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCPS has high expectations for the academic performance of all students.</td>
<td>1,421</td>
<td>5.7</td>
<td>11.8</td>
<td>53.5</td>
<td>29.1</td>
</tr>
<tr>
<td>The work of my division/department/office contributes to students' college and career readiness.</td>
<td>1,417</td>
<td>5.2</td>
<td>14.3</td>
<td>45.0</td>
<td>35.6</td>
</tr>
<tr>
<td>Access to technology increases opportunities for making learning more personalized for students.</td>
<td>1,415</td>
<td>4.8</td>
<td>7.9</td>
<td>52.0</td>
<td>35.3</td>
</tr>
</tbody>
</table>

### Safety and Security

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel safe and secure at work.</td>
<td>1,427</td>
<td>8.3</td>
<td>12.4</td>
<td>48.1</td>
<td>31.2</td>
</tr>
<tr>
<td>Individuals at my work location respect each other.</td>
<td>1,422</td>
<td>9.4</td>
<td>15.3</td>
<td>47.7</td>
<td>27.7</td>
</tr>
<tr>
<td>Safety procedures are followed at my work location.</td>
<td>1,424</td>
<td>7.0</td>
<td>8.1</td>
<td>49.9</td>
<td>35.1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know how to respond during an emergency at work?</td>
<td>1,394</td>
<td>8.8</td>
<td>91.2</td>
</tr>
</tbody>
</table>

### Communications

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication in my division/department/office is open, clear, and timely.</td>
<td>1,426</td>
<td>12.0</td>
<td>18.2</td>
<td>46.3</td>
<td>23.5</td>
</tr>
<tr>
<td>I am able to share my ideas and opinions with division/department/office leadership.</td>
<td>1,426</td>
<td>9.1</td>
<td>11.5</td>
<td>45.9</td>
<td>33.5</td>
</tr>
<tr>
<td>I am provided quality feedback that is useful.</td>
<td>1,419</td>
<td>9.7</td>
<td>14.5</td>
<td>48.2</td>
<td>27.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you have broadband Internet access where you live?</td>
<td>1,359</td>
<td>10.6</td>
<td>89.4</td>
</tr>
</tbody>
</table>
## Central Office Staff (Total Responses = 1,437)

### Organizational Effectiveness

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Strongly Disagree (%)</th>
<th>Disagree (%)</th>
<th>Agree (%)</th>
<th>Strongly Agree (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I work in a collaborative, professional work environment.</td>
<td>1,423</td>
<td>8.4</td>
<td>12.0</td>
<td>50.5</td>
<td>29.1</td>
</tr>
<tr>
<td>My job is important to this organization.</td>
<td>1,425</td>
<td>2.9</td>
<td>4.8</td>
<td>39.8</td>
<td>52.5</td>
</tr>
<tr>
<td>My professional performance is assessed objectively in my division/department/office.</td>
<td>1,414</td>
<td>5.9</td>
<td>11.0</td>
<td>49.9</td>
<td>33.2</td>
</tr>
<tr>
<td>Professional development offerings are relevant to my work.</td>
<td>1,421</td>
<td>6.5</td>
<td>15.3</td>
<td>50.7</td>
<td>27.4</td>
</tr>
<tr>
<td>I have opportunities for professional growth.</td>
<td>1,417</td>
<td>7.8</td>
<td>16.5</td>
<td>47.7</td>
<td>28.0</td>
</tr>
<tr>
<td>Overall, system leadership is supportive of my professional growth.</td>
<td>1,411</td>
<td>8.7</td>
<td>14.2</td>
<td>48.3</td>
<td>28.8</td>
</tr>
<tr>
<td>Roles and responsibilities within my division/department/office are understood.</td>
<td>1,426</td>
<td>8.4</td>
<td>17.5</td>
<td>47.8</td>
<td>26.2</td>
</tr>
<tr>
<td>My division/department/office leadership has done a good job of translating the organization’s objectives into meaningful assignments for their employees.</td>
<td>1,417</td>
<td>9.5</td>
<td>16.4</td>
<td>46.7</td>
<td>27.5</td>
</tr>
<tr>
<td>I have the tools, resources and technology to do my job.</td>
<td>1,417</td>
<td>6.9</td>
<td>12.5</td>
<td>50.0</td>
<td>30.6</td>
</tr>
<tr>
<td>The workload expected of me is manageable.</td>
<td>1,416</td>
<td>9.3</td>
<td>16.5</td>
<td>53.2</td>
<td>21.0</td>
</tr>
<tr>
<td>I am provided the opportunity to apply my skills and abilities in my current job.</td>
<td>1,415</td>
<td>5.7</td>
<td>8.3</td>
<td>52.0</td>
<td>34.1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>Definitely Not (%)</th>
<th>Probably Not (%)</th>
<th>Probably Yes (%)</th>
<th>Definitely Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would you send your child to a school in our system or recommend schools in this system to another parent/caregiver?</td>
<td>1,415</td>
<td>9.4</td>
<td>15.6</td>
<td>44.9</td>
<td>30.1</td>
</tr>
<tr>
<td>Would you recommend your division/department/office to someone seeking employment?</td>
<td>1,421</td>
<td>9.9</td>
<td>13.7</td>
<td>39.4</td>
<td>37.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Responses</th>
<th>F (%)</th>
<th>D (%)</th>
<th>C (%)</th>
<th>B (%)</th>
<th>A (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>What grade would you give your division/department/office for its performance/effectiveness?</td>
<td>1,426</td>
<td>6.9</td>
<td>6.8</td>
<td>18.0</td>
<td>35.6</td>
<td>32.7</td>
</tr>
<tr>
<td>What grade would you give BCPS for its performance/effectiveness?</td>
<td>1,421</td>
<td>7.0</td>
<td>11.3</td>
<td>29.4</td>
<td>38.2</td>
<td>14.0</td>
</tr>
</tbody>
</table>
Appendix B – Student Participation Rate and Parent Participation by School

<table>
<thead>
<tr>
<th>School Name</th>
<th>Grades Surveyed</th>
<th>Student Participation Rate</th>
<th>Parent Participation for every 100 students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arbutus ES</td>
<td>3–5</td>
<td>100.0</td>
<td>8</td>
</tr>
<tr>
<td>Arbutus MS</td>
<td>6–8</td>
<td>80.8</td>
<td>5</td>
</tr>
<tr>
<td>Baltimore Highlands ES</td>
<td>3–5</td>
<td>94.5</td>
<td>4</td>
</tr>
<tr>
<td>Battle Grove ES</td>
<td>3–5</td>
<td>97.3</td>
<td>5</td>
</tr>
<tr>
<td>Battle Monument</td>
<td>3–12</td>
<td>18.9</td>
<td>10</td>
</tr>
<tr>
<td>Bear Creek ES</td>
<td>3–5</td>
<td>92.4</td>
<td>6</td>
</tr>
<tr>
<td>Bedford ES</td>
<td>3–5</td>
<td>96.3</td>
<td>11</td>
</tr>
<tr>
<td>Berkshire ES</td>
<td>3–5</td>
<td>93.7</td>
<td>4</td>
</tr>
<tr>
<td>Campfield Early Learning</td>
<td>N/A</td>
<td>N/A</td>
<td>35</td>
</tr>
<tr>
<td>Carney ES</td>
<td>3–5</td>
<td>56.7</td>
<td>23</td>
</tr>
<tr>
<td>Carroll Manor ES</td>
<td>3–5</td>
<td>98.4</td>
<td>24</td>
</tr>
<tr>
<td>Carver Center Arts</td>
<td>9–12</td>
<td>69.4</td>
<td>12</td>
</tr>
<tr>
<td>Catonsville Alternative Center</td>
<td>9–12</td>
<td>69.1</td>
<td>1</td>
</tr>
<tr>
<td>Catonsville ES</td>
<td>3–5</td>
<td>100.0</td>
<td>9</td>
</tr>
<tr>
<td>Catonsville HS</td>
<td>9–12</td>
<td>55.5</td>
<td>6</td>
</tr>
<tr>
<td>Catonsville MS</td>
<td>6–8</td>
<td>96.3</td>
<td>11</td>
</tr>
<tr>
<td>Cedarmere ES</td>
<td>3–5</td>
<td>96.1</td>
<td>5</td>
</tr>
<tr>
<td>Chadwick ES</td>
<td>3–5</td>
<td>98.3</td>
<td>9</td>
</tr>
<tr>
<td>Chapel Hill ES</td>
<td>3–5</td>
<td>100.0</td>
<td>13</td>
</tr>
<tr>
<td>Charlesmont ES</td>
<td>3–5</td>
<td>92.0</td>
<td>5</td>
</tr>
<tr>
<td>Chase ES</td>
<td>3–5</td>
<td>92.1</td>
<td>7</td>
</tr>
<tr>
<td>Chatsworth</td>
<td>3–5</td>
<td>79.2</td>
<td>8</td>
</tr>
<tr>
<td>Chesapeake HS</td>
<td>9–12</td>
<td>60.9</td>
<td>4</td>
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<tr>
<td>Chesapeake Terrace ES</td>
<td>3–5</td>
<td>100.0</td>
<td>10</td>
</tr>
<tr>
<td>Church Lane ES</td>
<td>3–5</td>
<td>95.1</td>
<td>4</td>
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<tr>
<td>Cockeysville MS</td>
<td>6–8</td>
<td>67.4</td>
<td>6</td>
</tr>
<tr>
<td>Colgate ES</td>
<td>3–5</td>
<td>84.7</td>
<td>2</td>
</tr>
<tr>
<td>Cromwell ES</td>
<td>3–5</td>
<td>68.7</td>
<td>18</td>
</tr>
<tr>
<td>Crossroads Center</td>
<td>7–8</td>
<td>92.1</td>
<td>5</td>
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<tr>
<td>Crossroads Center</td>
<td>9–10</td>
<td>81.1</td>
<td>5</td>
</tr>
<tr>
<td>Deep Creek ES</td>
<td>3–5</td>
<td>86.5</td>
<td>2</td>
</tr>
<tr>
<td>Deep Creek MS</td>
<td>6–8</td>
<td>55.3</td>
<td>3</td>
</tr>
<tr>
<td>Deer Park ES</td>
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### 2020 BCPS Stakeholder Survey

#### Appendix B – Student Participation Rate and Parent Participation by School

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## 2020 BCPS Stakeholder Survey
### Appendix B – Student Participation Rate and Parent Participation by School

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## 2020 BCPS Stakeholder Survey
### Appendix B – Student Participation Rate and Parent Participation by School

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