BCPS Staff Survey 2018

surveys

AdvancED®

BCPS Staff Survey 2018

run on 06/06/2018

Staff Survey for Schools

Report Filters

School:
N/A

Ethnicity:
N/A

Tag:
N/A

Gender:
N/A

Role:
N/A

Race:
N/A

Experience:
N/A

surveys

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Staff Survey for Schools

AdvancED Certified Content

Report Summary

| By Survey Section | Section Score \| Network Average |

Overall Score: 4.09

Network Average: 4.08

4.09

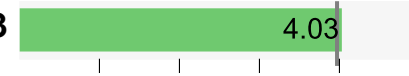**Purpose and Direction: 4.16**
Network Average: 4.22

4.16
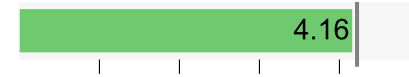
Governance and Leadership: 4.1
Network Average: 4.12

4.10

Teaching and Assessing for Learning: 4.03
Network Average: 3.97

4.03

Resources and Support Systems: 4.04
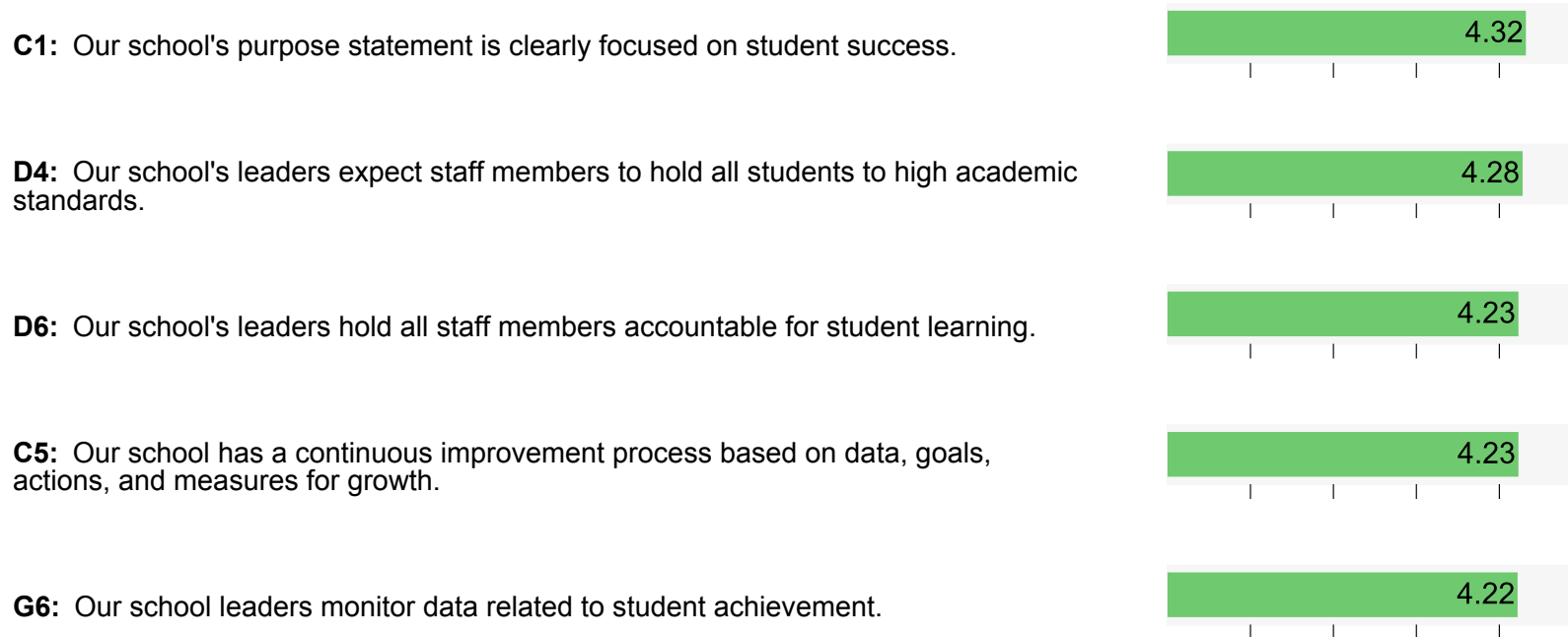Network Average: 4.08

4.04

Using Results for Continuous Improvement: 4.13
Network Average: 4.1

4.13

Staff Survey for Schools   1 survey(s)   16117 response(s)

AdvancED Certified Content

Highest Scoring Items

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

| 4.32 |

D4: Our school's leaders expect staff members to hold all students to high academic standards.

| 4.28 |

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

| 4.23 |

C5: Our school has a continuous improvement process based on data, goals, actions, and measures for growth.

| 4.23 |

G6: Our school leaders monitor data related to student achievement.

| 4.22 |

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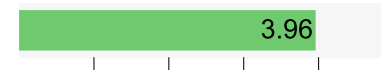**AdvancED Certified Content**

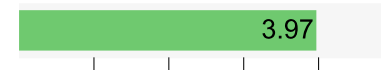# Lowest Scoring Items

F3: Our school provides sufficient material resources to meet student needs. | 3.90

F8: Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning). | 3.96

E6: All teachers in our school provide students with specific and timely feedback about their learning. | 3.97

E19: In our school, all school personnel regularly engage families in their children's learning progress. | 3.97

E8: All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria. | 3.98

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Staff Survey for Schools

AdvancED Certified Content

Demographics

Number of Responses | Percentages of Total Responses

1. Gender

| Male | 3,077 | 19% |
| Female | 12,833 | 81% |

15910 respondents

2. Race

American Indian or Alaska Native		0%
Asian		2%
Black or African American	4,407	28%
Native Hawaiian or Other Pacific Islander		0%
White	9,618	61%
Two or more races	,342	9%

15738 respondents

3. Ethnicity

Hispanic	3,191	21%
Not Hispanic or Latino	12,303	79%

15494 respondents

4. Role

Support Staff	2,276	14%
Teacher	11,743	73%
Administrator		1%
Other	1,853	12%

16105 respondents

5. Experience

Less than 1 year	761	5%
1-3 years	2,106	13%
4-10 years	3,444	21%
11-20 years	5,602	35%
More than 20 years	4,192	26%

16105 respondents

BCPS Staff Survey 2018
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Staff Survey for Schools   1 survey(s) 16117 response(s)

AdvancED Certified Content

C. Purpose and Direction

Section score: 4.16 Network average: 4.22

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	**4**	**3**	**2**	**1**	
	Number of Responses					
	Percentage of Total Responses					

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	7047	6343	1261	277	196	79
	46%	42%	8%	2%	1%	1%

15203 respondents

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5105	6361	2559	578	280	320
	34%	42%	17%	4%	2%	2%

15203 respondents

3. Our school's purpose statement is based on shared values and beliefs that guide decision-making.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5463	6765	2025	539	283	128
	36%	44%	13%	4%	2%	1%

15203 respondents

5678	**6872**	**1960**	**353**	**209**	**131**

4. Our school's purpose statement is supported by the policies and practices adopted by the school board or governing body.

37%	**45%**	**13%**	**2%**	**1%**	**1%**

15203 respondents

6437	**6413**	**1541**	**481**	**257**	**74**

5. Our school has a continuous improvement process based on data, goals, actions, and measures for growth.

42%	**42%**	**10%**	**3%**	**2%**	**0%**

15203 respondents

D. Governance and Leadership

Section score: 4.1 Network average: 4.12

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	4	3	2	1	
	Number of Responses					
	Percentage of Total Responses					
1. Our school's governing body or school board complies with all policies, procedures, laws, and regulations. 14817 respondents	5484 37%	6482 44%	1916 13%	578 4%	281 2%	76 1%
2. Our school's governing body or school board maintains a distinction between its roles and responsibilities and those of school leadership. 14817 respondents	4788 32%	6609 45%	2386 16%	606 4%	312 2%	116 1%
3. Our school's leaders support an innovative and collaborative culture. 14817 respondents	5811 39%	6032 41%	1778 12%	717 5%	423 3%	56 0%
4. Our school's leaders expect staff members to hold all students to high academic standards. 14817 respondents	6791 46%	6055 41%	1159 8%	472 3%	290 2%	50 0%
5. Our school's leaders hold themselves accountable for student learning. 14817 respondents	5406 36%	5725 39%	2141 14%	923 6%	557 4%	65 0%
6. Our school's leaders hold all staff members accountable for student learning.	6468	6121	1345	530	291	62

	44%	**41%**	**9%**	**4%**	**2%**	**0%**
	14817 respondents					

7. Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.	**5908**	**6442**	**1575**	**541**	**263**	**88**
	40%	**43%**	**11%**	**4%**	**2%**	**1%**
	14817 respondents					

8. Our school's leaders ensure all staff members use supervisory feedback to improve student learning.	**5150**	**6535**	**2099**	**641**	**286**	**106**
	35%	**44%**	**14%**	**4%**	**2%**	**1%**
	14817 respondents					

9. Our school's leaders engage effectively with all stakeholders about the school's purpose and direction.	**4948**	**6242**	**2461**	**591**	**355**	**220**
	33%	**42%**	**17%**	**4%**	**2%**	**1%**
	14817 respondents					

10. Our school's leaders provide opportunities for stakeholders to be involved in the school.	**5321**	**6468**	**2172**	**416**	**221**	**219**
	36%	**44%**	**15%**	**3%**	**1%**	**1%**
	14817 respondents					

E. Teaching and Assessing for Learning

Section score: 4.03 Network average: 3.97

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	4	3	2	1	
	Number of Responses					
	Percentage of Total Responses					
1. All teachers in our school monitor and adjust curriculum, instruction, and assessment based on data from student assessments and examination of professional practice.	4528	6572	2103	728	219	243
	31%	46%	15%	5%	2%	2%
14393 respondents						
2. All teachers in our school personalize instructional strategies and interventions to address individual learning needs of students.	4357	6474	2274	803	234	251
	30%	45%	16%	6%	2%	2%
14393 respondents						
3. All teachers in our school regularly use instructional strategies that require student collaboration, self-reflection, and development of critical thinking skills.	4338	6631	2295	695	184	250
	30%	46%	16%	5%	1%	2%
14393 respondents						
4. All teachers in our school use a variety of technologies as instructional resources.	4676	6676	2010	606	197	228
	32%	46%	14%	4%	1%	2%
14393 respondents						
5. All teachers in our school use a process to inform students of their learning expectations and standards of performance.	4450	6937	2173	427	143	263
	31%	48%	15%	3%	1%	2%
14393 respondents						
6. All teachers in our school provide students with specific and timely feedback about their learning.	3909	6674	2678	678	175	279

27%	**46%**	**19%**	**5%**	**1%**	**2%**
14393 respondents					

7. All teachers in our school use multiple types of assessments to modify instruction and to revise the curriculum.

4311	**6673**	**2393**	**575**	**163**	**278**
30%	**46%**	**17%**	**4%**	**1%**	**2%**
14393 respondents					

8. All teachers in our school use consistent common grading and reporting policies across grade levels and courses based on clearly defined criteria.

4132	**6635**	**2361**	**734**	**263**	**268**
29%	**46%**	**16%**	**5%**	**2%**	**2%**
14393 respondents					

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

5298	**6556**	**1704**	**421**	**173**	**241**
37%	**46%**	**12%**	**3%**	**1%**	**2%**
14393 respondents					

10. All teachers in our school have been trained to implement a formal process that promotes discussion about student learning (e.g., action research, examination of student work, reflection, study teams, and peer coaching).

4211	**6678**	**2382**	**631**	**224**	**267**
29%	**46%**	**17%**	**4%**	**2%**	**2%**
14393 respondents					

11. In our school, challenging curriculum and learning experiences provide equity for all students in the development of learning, thinking, and life skills.

4505	**7082**	**1863**	**573**	**210**	**160**
31%	**49%**	**13%**	**4%**	**1%**	**1%**
14393 respondents					

12. In our school, related learning support services are provided for all students based on their needs.

4543	**6897**	**1789**	**739**	**295**	**130**
32%	**48%**	**12%**	**5%**	**2%**	**1%**
14393 respondents					

13. In our school, a formal structure exists so that each student is well known by at least one adult advocate in the school who supports that student's educational experience.

4529	**6598**	**2200**	**649**	**225**	**192**
31%	**46%**	**15%**	**5%**	**2%**	**1%**
14393 respondents					

4487	**6698**	**2188**	**622**	**200**	**198**

14. In our school, all staff members use student data to address the unique learning needs of all students.

31%	**47%**	**15%**	**4%**	**1%**	**1%**

14393 respondents

4177	**6685**	**2355**	**665**	**284**	**227**

15. In our school, staff members provide peer coaching to teachers.

29%	**46%**	**16%**	**5%**	**2%**	**2%**

14393 respondents

4545	**6517**	**2098**	**698**	**346**	**189**

16. In our school, a formal process is in place to support new staff members in their professional practice.

32%	**45%**	**15%**	**5%**	**2%**	**1%**

14393 respondents

5082	**6849**	**1690**	**450**	**191**	**131**

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

35%	**48%**	**12%**	**3%**	**1%**	**1%**

14393 respondents

4564	**6847**	**2051**	**561**	**221**	**149**

18. In our school, a professional learning program is designed to build capacity among all professional and support staff members.

32%	**48%**	**14%**	**4%**	**2%**	**1%**

14393 respondents

4026	**6569**	**2690**	**666**	**222**	**220**

19. In our school, all school personnel regularly engage families in their children's learning progress.

28%	**46%**	**19%**	**5%**	**2%**	**2%**

14393 respondents

4416	**6792**	**2266**	**419**	**197**	**303**

20. In our school, all stakeholders are informed of policies, processes, and procedures related to grading and reporting.

31%	**47%**	**16%**	**3%**	**1%**	**2%**

14393 respondents

F. Resources and Support Systems

Section score: 4.04 Network average: 4.08

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	4	3	2	1	
	Number of Responses					
	Percentage of Total Responses					
1. Our school provides qualified staff members to support student learning.	5202	6872	1385	466	193	66
	37%	48%	10%	3%	1%	0%
14184 respondents						
2. Our school provides instructional time and resources to support our school's goals and priorities.	4769	6923	1587	573	253	79
	34%	49%	11%	4%	2%	1%
14184 respondents						
3. Our school provides sufficient material resources to meet student needs.	4185	6147	2040	1235	499	78
	30%	43%	14%	9%	4%	1%
14184 respondents						
4. Our school provides protected instructional time.	4673	6684	1760	646	300	121
	33%	47%	12%	5%	2%	1%
14184 respondents						
5. Our school provides a variety of information resources to support student learning.	4607	7073	1711	505	195	93
	32%	50%	12%	4%	1%	1%
14184 respondents						
6. Our school provides a plan for the acquisition and support of technology to support student learning.	4402	6855	1949	596	269	113

31%	48%	14%	4%	2%	1%

14184 respondents

7. Our school provides a plan for the acquisition and support of technology to support the school's operational needs.

4175	6859	2193	568	244	145
29%	48%	15%	4%	2%	1%

14184 respondents

8. Our school provides high quality student support services (e.g., counseling, referrals, educational, and career planning).

4409	6244	2098	875	459	99
31%	44%	15%	6%	3%	1%

14184 respondents

9. Our school provides opportunities for students to participate in activities that interest them.

4813	6621	1810	608	238	94
34%	47%	13%	4%	2%	1%

14184 respondents

10. Our school maintains facilities that support student learning.

4683	7013	1621	499	310	58
33%	49%	11%	4%	2%	0%

14184 respondents

11. Our school maintains facilities that contribute to a safe environment.

4711	6526	1727	722	450	48
33%	46%	12%	5%	3%	0%

14184 respondents

G. Using Results for Continuous Improvement

Section score: 4.13 Network average: 4.1

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5	4	3	2	1	
	Number of Responses					
	Percentage of Total Responses					

1. Our school uses multiple assessment measures to determine student learning and school performance.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	4843	7212	1457	316	124	133
	34%	51%	10%	2%	1%	1%

14085 respondents

2. Our school employs consistent assessment measures across classrooms and courses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	4458	7016	1821	461	175	154
	32%	50%	13%	3%	1%	1%

14085 respondents

3. Our school has a systematic process for collecting, analyzing, and using data.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	4565	6934	1830	418	168	170
	32%	49%	13%	3%	1%	1%

14085 respondents

4. Our school ensures all staff members are trained in the evaluation, interpretation, and use of data.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	4129	6579	2183	779	265	150
	29%	47%	15%	6%	2%	1%

14085 respondents

5. Our school uses data to monitor student readiness and success at the next level.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	4819	7206	1491	299	143	127
	34%	51%	11%	2%	1%	1%

14085 respondents

6. Our school leaders monitor data related to student achievement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Applicable
	5295	6838	1422	242	166	122

	38%	49%	10%	2%	1%	1%
14085 respondents						

7. Our school leaders monitor data related to school continuous improvement goals.

	5228	6762	1563	242	160	130
	37%	48%	11%	2%	1%	1%
14085 respondents						

H. Open-Ended Questions

1. What do you like best about our school?

2. What do you like least about our school?

3. What is one suggestion you would like to offer to improve our school?

Staff Survey for Schools

Appendix

Schools

Broward County Public Schools
Park Trails Elementary School
Sunshine Elementary School
Liberty Elementary School
Colbert Elementary Magnet School
Pasadena Lakes Elementary School
Lloyd Estates Elementary School
Coconut Palm Elementary School
Larkdale Elementary School
Embassy Creek Elementary School
Park Ridge Elementary School
Plantation Elementary School
The Quest Center
Norcrest Elementary School
Welleby Elementary School
Endeavour Primary Learning Center
Driftwood Middle School
Pompano Beach Elementary School
Nova Middle School
Fairway Elementary School
Lanier-James Education Center
Harbordale Elementary School
Pine Ridge Education Center
College Academy at Broward College
Westglades Middle School
Coral Cove Elementary School
Mary M. Bethune Elementary School
Charles Drew Elementary Magnet School
Northeast High School
Banyan Elementary School
Hollywood Hills Elementary School

Stoneman Douglas High School
Palmview Elementary School
Floranada Elementary School
Park Lakes Elementary School
Country Isles Elementary School
Pines Lakes Elementary School
Sunset Lakes Elementary School
Deerfield Beach Elementary School
Orange Brook Elementary School
Dave Thomas Education Center
Palm Cove Elementary School
Piper High School
Coral Springs Middle School
Apollo Middle School
Eagle Point Elementary School
Lakeside Elementary School
Wingate Oaks Center
Pompano Beach High School
Crystal Lake Middle School
Morrow Elementary School
Sandpiper Elementary School
Plantation Middle School
Boulevard Heights Elementary School
Wilton Manors Elementary School
Eagle Ridge Elementary School
Hollywood Park Elementary School
Monarch High School
Country Hills Elementary School
Cresthaven Elementary School
Oakland Park Elementary School
Cypress Elementary School
Atlantic Technical College & Technical High School
Broadview Elementary School
James S. Hunt Elementary School
Watkins Elementary School
Nob Hill Elementary School
Ramblewood Middle School
Tradewinds Elementary School
Village Elementary School
Coconut Creek High School
South Plantation High School
Tamarac Elementary School
Sheridan Technical High School

Coral Glades High School
Pompano Beach Middle School
Ramblewood Elementary School
Stirling Elementary School
Nova Dwight D. Eisenhower Elementary School
Silver Ridge Elementary School
Miramar Elementary School
Western High School
Plantation High School
Collins Elementary School
Plantation Park Elementary School
Driftwood Elementary School
Cypress Bay High School
Indian Ridge Middle School
Attucks Middle School
Rickards Middle School
Castle Hill Elementary School
Fox Trail Elementary School
Whiddon-Rogers Education Center
Atlantic West Elementary School
Hollywood Central Elementary School
Silver Lakes Elementary School
North Side Elementary School
Margate Middle School
Dolphin Bay Elementary School
Horizon Elementary School
Sawgrass Elementary School
Davie Elementary School
Silver Palms Elementary School
Meadowbrook Elementary School
Bair Middle School
Nova High School
Glades Middle School
Sea Castle Elementary School
Coral Springs High School
Walter C. Young Middle School
South Broward High School
Seagull Alternative High School
Cypress Run Education Center
Indian Trace Elementary School
Lake Forest Elementary School
Walker Elementary School
Rock Island Elementary School

Griffin Elementary School
Stephen Foster Elementary School
Virginia Shuman Young Elementary School
Silver Shores Elementary School
New Renaissance Middle School
Sunland Park Academy
Parkside Elementary School
William T. McFatter Technical College
Pinewood Elementary School
Silver Lakes Middle School
Lyons Creek Middle School
McNab Elementary School
Croissant Park Elementary School
Riverside Elementary School
Millennium Middle School
Cooper City High School
Panther Run Elementary School
Margate Elementary School
Sanders Park Elementary Magnet School
Riverglades Elementary School
New River Middle School
North Lauderdale Elementary School
Martin Luther King Elementary School
J. P. Taravella High School
Tropical Elementary
William Dandy Middle School
Nova Blanche Forman Elementary School
Broward Estates Elementary School
North Andrews Gardens Elementary School of the Arts
West Hollywood Elementary School
Winston Park Elementary School
Riverland Elementary School
McNicol Middle School
Coral Park Elementary School
Bennett Elementary School
Chapel Trail Elementary School
Tedder Elementary School
Gator Run Elementary School
Lauderdale Lakes Middle School
Hallandale Elementary School
Oriole Elementary School
Cross Creek School
Robert C. Markham Elementary School

Henry D. Perry Educational Center
Oakridge Elementary School
Peters Elementary School
Deerfield Park Elementary School
McArthur High School
Pioneer Middle School
Flamingo Elementary School
Whispering Pines School
Charles W. Flanagan High School
Fort Lauderdale High School
Maplewood Elementary School
Blanche Ely High School
Bright Horizons School
Pembroke Pines Elementary School
Sawgrass Springs Middle School
Stranahan High School
Bayview Elementary School
Hawkes Bluff Elementary School
Cooper City Elementary School
Olsen Middle School
Seminole Middle School
Manatee Bay Elementary School
Hollywood Hills High School
Royal Palm Elementary School
Deerfield Beach Middle School
Parkway Middle School of the Arts
Everglades Elementary School
Thurgood Marshall Elementary School
Boyd H. Anderson High School
Gulfstream Academy of Hallandale Beach
Central Park Elementary School
Coconut Creek Elementary School
Westchester Elementary School
Lauderhill 6-12
Broward Virtual Education
Mirror Lake Elementary School
Dania Elementary School
Deerfield Beach High School
Dillard Elementary School
Sheridan Hills Elementary School
Challenger Elementary School
Sheridan Park Elementary School
Hallandale All Magnet High School

Falcon Cove Middle School
Westwood Heights Elementary School
Park Springs Elementary School
Tequesta Trace Middle School
Miramar High School
Annabel C. Perry Elementary School
Sunrise Middle School
Westpine Middle School
Pines Middle School
North Fork Elementary School
Forest Glen Middle School
Everglades High School
Forest Hills Elementary School
Quiet Waters Elementary School
Dillard High School
Lauderhill Paul Turner Elementary School
Coral Springs Elementary School
Silver Trail Middle School
Pembroke Lakes Elementary School
West Broward High School
Discovery Elementary School
Heron Heights Elementary School
Beachside Montessori Village Elementary