

**John T Baker Middle**  
**2021-22 Montgomery County Public Schools Anti-Racist Stakeholder Survey**  
**Staff Survey: Support Staff**  
**Section 1: Workplace Culture and Conditions**

Staff Survey Questions (1-4)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)	
		n	%	n	%	n	%	n	%	n	%
1. My workplace has a welcoming environment for all people.	School	2	25.00%	4	50.00%	2	25.00%	0	0.00%	0	0.00%
	All MCPS Schools	1175	55.46%	778	36.29%	113	5.27%	51	2.38%	27	1.26%
2. Racial, ethnic, and cultural differences are valued at my workplace.	School	2	25.00%	5	62.50%	1	12.50%	0	0.00%	0	0.00%
	All MCPS Schools	1115	52.10%	789	36.87%	126	5.89%	42	1.96%	68	3.18%
3. My workplace is responsive to the varied needs of support professionals of different racial, ethnic, and cultural groups.	School	3	37.50%	3	37.50%	2	25.00%	0	0.00%	0	0.00%
	All MCPS Schools	979	45.83%	833	39.00%	146	6.84%	44	2.06%	134	6.27%
4. All support professionals are held to the same standards regardless of their race, skin color, ethnicity, or culture.	School	3	37.50%	2	25.00%	3	37.50%	0	0.00%	0	0.00%
	All MCPS Schools	1062	49.65%	739	34.55%	179	8.37%	73	3.42%	86	3.40%

Staff Survey Questions (5-9)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)	
		n	%	n	%	n	%	n	%	n	%
5. I feel I am sometimes treated differently because of my race, skin color, ethnicity, or culture.	School	1	12.50%	0	0.00%	2	25.00%	5	62.50%	0	0.00
	All MCPS Schools	154	7.20%	312	14.59%	723	32.78%	881	42.76%	68	2.68%
6. My workplace respects my cultural, ethnic, physical, and religious needs.	School	4	50.00%	3	37.50%	1	12.50	0	0.00%	0	0.00%
	All MCPS Schools	1015	47.56%	880	41.24%	95	4.45%	51	2.39%	93	4.36%
7. I feel comfortable talking with other staff in my workplace about race.	School	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	7.44%
	All MCPS Schools	650	30.44%	928	43.47%	296	13.86%	90	4.22%	171	7.44%
8. One or more staff members in my workplace have said things related to race, skin color, ethnicity, or culture that made me feel uncomfortable.	School	1	12.50%	1	12.50%	3	37.50%	3	37.50%	0	0.00%
	All MCPS Schools	141	6.60%	332	15.54%	797	37.31%	764	35.77%	102	4.78%
9. I feel comfortable using the process to report and interrupt bullying, discrimination, or harassment related to race, skin color, ethnicity, or culture between or among staff, colleagues, or supervisors.	School	1	12.50%	3	37.50%	1	12.50%	1	12.50%	2	25.00%
	All MCPS Schools	624	29.25%	959	43.90	221	10.73	63	2.87	266	11.9`

Staff Survey Questions (10-13)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)	
		n	%	n	%	n	%	n	%	n	%
10. In my workplace, reports about bullying, discrimination, or harassment related to race, skin color, ethnicity, or culture between or among staff, colleagues, or supervisors are addressed by school administration/the district.	School	1	12.50%	2	25.00	1	12.50%	1	12.50%	3	37.50%
	All MCPS Schools	487	22.81%	706	33.07%	118	5.53%	68	3.19%	756	35.41%
11. I have the knowledge, skills, and capacity to identify and interrupt race-related equity issues.	School	0	0.00%	6	75.00%	0	0.00%	0	0.00%	2	25.00%
	All MCPS Schools	585	27.41%	1200	56.23%	146	6.84%	21	0.98%	182	8.53%
12. At my workplace, I regularly communicate with staff members of races, skin colors, ethnicities, and cultures that are different from my own.	School	3	37.50%	3	37.50%	1	12.50%	0	0.00%	1	12.50%
	All MCPS Schools	1140	53.30%	701	32.77%	160	7.48%	53	2.48%	85	3.97%
13. I regularly participate in workshops, professional learning, and other opportunities offered by the school district to deepen my learning around antiracism.	School	0	0.00%	5	62.50%	2	25.00%	0	0.00%	1	12.50
	All MCPS Schools	495	23.16%	931	43.57%	454	21.24%	78	3.65%	179	8.38%

## Section 2: Pre K–12 Curriculum

Staff Survey Questions (14-16)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)	
		n	%	n	%	n	%	n	%	n	%
14. The content of the MCPS curriculum reflects the experiences and contributions of people of historically underrepresented racial, ethnic, and cultural backgrounds.	School	1	12.50%	3	37.50%	1	12.50	0	0.00%	3	37.50%
	All MCPS Schools	352	16.80%	906	43.25%	240	10.45%	85	4.06%	512	24.44%
15. The MCPS curriculum shows people of historically underrepresented racial, ethnic, and cultural backgrounds positively. For example, as leaders or heroes.	School	0	0.00%	5	62.50%	0	0.00%	1	12.50%	2	25.00%
	All MCPS Schools	417	19.90%	948	45.25%	217	10.36%	68	3.25%	445	21.24%
16. The MCPS curriculum prepares all students-regardless of race, skin color, ethnicity, and cultural background-for a diverse society and workplace.	School	2	25.00%	2	25.00%	0	0.00%	1	12.50%	3	37.50%
	All MCPS Schools	501	22.94%	898	42.90%	245	11.71%	94	4.49%	355	16.96%

### Section 3: Family and Community Engagement

Staff Survey Questions (17)	School/ All MCPS	Yes		No		NA	
		n	%	n	%	n	%
17. Does your role require you to interact with families and/or the community?	School	8	100.00%	0	0.00%	0	0.00%
	All MCPS Schools	1258	58.65%	848	39.55%	38	2.52%

Staff Survey Questions (18-20)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)	
		n	%	n	%	n	%	n	%	n	%
18. My workplace engages in culturally responsive ways with families from all racial, ethnic, cultural, and language groups represented in the MCPS community.	School	3	37.50%	4	50.00	0	0.00%	1	12.50%	0	0.00%
	All MCPS Schools	467	37.33%	640	51.16%	64	5.12%	19	1.52%	61	4.88%
19. My workplace engages with families in two-way communication through their preferred methods and uses accessible language (i.e., plain language that is free from jargon).	School	3	37.50%	4	50.00%	0	0.00%	1	12.50%	0	0.00%
	All MCPS Schools	464	37.06%	631	50.40%	58	4.63%	18	1.44%	81	6.47%
20. My workplace engages members of the local community from diverse racial, ethnic, cultural, and language groups.	School	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%
	All MCPS Schools	441	35.28%	607	48.56%	78	6.24%	17	1.36%	107	8.56%

### Section 4: Equity and Achievement Framework

Staff Survey Questions (18-20)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)	
		n	%	n	%	n	%	n	%	n	%
21. Within MCPS, academic progress data are regularly disaggregated, analyzed, and discussed by different racial, ethnic, and language groups.	School	3	37.50%	3	37.50%	0	0.00%	0	0.00%	2	25.00%
	All MCPS Schools	310	14.96%	688	33.20%	129	6.23%	33	1.59%	912	44.02%
22. Students in the district are given equitable access to resources, facilities, and advanced academic classes regardless of their race, ethnicity, or culture	School	3	37.50%	4	50.00%	0	0.00%	1	12.50%	0	0.00%
	All MCPS Schools	573	27.59%	873	42.03%	191	9.20%	83	4.00%	357	17.19%
23. The district allocates funding and resources equitably based on student needs across all schools in the district.	School	2	25.00%	2	25.00%	2	25.00%	0	0.00%	2	25.00%
	All MCPS Schools	344	16.58%	635	30.60%	223	10.75%	143	6.89%	730	35.18%

