

JOHN T BAKER MIDDLE

2021-22 Montgomery County Public Schools Anti-Racist Stakeholder Survey

Staff Survey: Teachers

Section One: Workplace Culture and Conditions

Staff Survey Questions (1-5)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	n	%	n	%	n	%
1. My school has a welcoming environment for every student.	School	5	35.71%	9	64.29%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	4073	53.30%	3016	39.47%	394	5.16%	87	1.14%	65	0.85%	7	0.09%
2. Racial, ethnic, and cultural differences are valued at my school.	School	3	21.43%	9	64.29%	1	7.14%	1	7.14%	0	0.00%	0	0.00%
	All MCPS Schools	4204	55.01%	2901	37.96%	371	4.85%	79	1.03%	78	1.02%	9	0.12%
3. My school supports students' cultural, ethnic, physical, and religious needs.	School	2	14.29%	9	64.29%	3	21.43%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	4102	53.68%	3001	39.27%	327	4.28%	78	1.02%	113	1.48%	21	0.21%
4. Some students at my school are treated differently because of their race, skin color, ethnicity, or culture.	School	2	14.29%	1	7.14%	9	64.29%	1	7.14%	1	7.14%	0	0.00%
	All MCPS Schools	646	8.45%	1775	23.23%	2877	37.65%	1991	26.05%	337	4.41%	16	0.21%
5. Teaching staff at my school report and interrupt bullying, discrimination, or harassment related to race, skin color, ethnicity, or culture between or among students.	School	3	21.43%	10	71.43%	1	7.14%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	2691	35.21%	3292	43.08%	608	7.96%	177	2.32%	860	11.25%	14	0.18%

Staff Survey Questions (6-10)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	n	%	n	%	n	%
6. Reports about bullying, discrimination, or harassment related to race, skin color, ethnicity, or culture between or among students are addressed by school administration.	School	2	14.29%	8	57.14%	3	21.43%	1	7.14%	0	0.00%	0	0.00%
	All MCPS Schools	2802	36.67%	3014	39.44%	486	6.36%	126	1.65%	1204	15.76%	10	0.13%
7. Teaching staff at my school are responsive to the varied needs of students from different racial, ethnic, and cultural groups.	School	4	28.57%	6	42.86%	4	28.57%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	2952	38.63%	3735	48.87%	618	8.09%	95	1.24%	229	3.00%	0	0.17%
8. Teaching staff at my school hold all students to consistent standards of behavior regardless of their race, skin color, ethnicity, or culture.	School	3	21.43%	7	50.00%	4	28.57%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	3021	39.53%	3117	40.79%	1027	13.44%	215	2.81%	255	3.34%	7	0.09%
9. I feel comfortable having conversations about race in class.	School	4	28.57%	7	50.00%	2	14.29%	1	7.14%	0	0.00%	0	0.00%
	All MCPS Schools	2628	34.39%	3653	47.80%	964	12.61%	211	2.76%	172	2.25%	14	0.18
10. I feel comfortable discussing the negative effects of racism in class.	School	3	21.43%	9	64.29%	0	0.00%	1	7.14%	1	7.14%	0	0.00%
	All MCPS Schools	2798	36.615	3553	46.49%	875	11.45%	191	2.50%	216	2.83%	9	0.12%

Section Two: PreK–15 Curriculum

Staff Survey Questions (11-15)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	n	%	n	%	n	%
11. The content of the MCPS curriculum reflects the experiences and contributions of people of historically underrepresented racial, ethnic, and cultural backgrounds.	School	2	14.29%	5	35.71%	5	35.71%	0	0.00%	2	14.29%	0	0.00%
	All MCPS Schools	907	11.87%	2943	38.51%	2148	28.11%	689	9.02%	945	12.37%	10	0.13%
12. The MCPS curriculum shows people of historically underrepresented racial, ethnic, and cultural backgrounds positively. For example, as leaders or heroes.	School	4	28.57%	5	35.71%	1	7.14%	0	0.00%	4	28.57%	0	0.00%
	All MCPS Schools	1103	14.43%	3263	42.70%	1806	23.63%	555	7.26%	899	11.76%	16	0.21%
13. The curriculum I teach prepares all students— regardless of race, skin color, ethnicity, and cultural background—for a diverse society and workplace.	School	4	28.57%	6	42.86%	4	28.57%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	1894	14.43%	3263	42.70%	1806	23.63%	434	5.68%	411	5.38%	14	0.18
14. The curriculum I teach addresses culturally sensitive topics/issues in ways that do not stereotype or stigmatize particular groups.	School	2	14.29%	7	50.00%	4	28.57%	0	0.00%	1	7.14%	0	0.00%
	All MCPS Schools	1554	20.33%	3279	42.91%	1649	21.58%	464	6.07%	672	8.79%	24	0.31%
15. The district plans and/or provides professional learning around culturally responsive instructional methods and activities to support learners from diverse racial, ethnic, and cultural backgrounds.	School	2	14.29%	5	35.71%	3	21.43%	0	0.00%	4	28.57%	0	0.00%
	All MCPS Schools	1785	23.36%	4090	53.52%	1058	13.84%	256	3.35%	435	5.69%	18	0.24%

Staff Survey Questions (16-17)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	N	%	N	%	n	%	n	%	n	%
16. The district provides opportunities for teacher input and participation in the development of curriculum related to race and racism.	School	1	7.14%	5	35.71%	4	28.57%	0	0.00%	4	28.57%	0	0.00%
	All MCPS Schools	945	12.37%	2673	34.98%	1996	26.12%	695	9.09%	1321	17.29%	12	0.16%
17. I employ culturally responsive instructional methods and activities to support learners from diverse racial, ethnic, and cultural backgrounds.	School	4	28.57%	9	64.29%	1	7.14%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	3084	40.36%	4098	53.62%	168	2.20%	40	0.52%	239	3.13%	13	0.17%

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Section Three: Workplace Culture and Conditions

Staff Survey Questions (18-22)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	n	%	n	%	n	%
18. All teaching staff at my school are held to the same standards regardless of their race, skin color, ethnicity, or culture.	School	2	14.29%	7	50.00%	4	28.57%	1	7.14%	0	0.00%	0	0.00%
	All MCPS Schools	3280	42.92%	2959	38.72%	736	9.63%	242	3.17%	412	5.39%	13	0.17%
19. I feel I am sometimes treated differently because of my race, skin color, ethnicity, or culture.	School	2	14.29%	1	7.14%	9	64.29%	2	14.29%	0	0.00%	0	0.00%
	All MCPS Schools	464	6.07%	1188	15.55%	3012	39.41%	2799	36.63%	158	2.07%	21	0.27%
20. My school respects my cultural, ethnic, physical, and religious needs.	School	1	7.14%	11	78.57%	2	14.29%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	3309	43.30%	3625	47.44%	372	4.87%	115	1.50%	195	2.55%	26	0.34%
21. I feel comfortable talking with other staff at my school about race.	School	2	14.29%	8	57.14%	3	21.43%	1	7.14%	0	0.00%	0	0.00%
	All MCPS Schools	2142	28.03%	3935	51.49%	1105	14.46%	273	3.57%	168	2.20%	19	0.25%
22. One or more staff members at my school have said things related to race, skin color, ethnicity, or culture that made me feel uncomfortable.	School	2	14.29%	4	28.57%	7	50.00%	1	7.14%	0	0.00%	0	0.00%
	All MCPS Schools	680	8.90%	1727	22.60%	2799	36.63%	2254	29.49%	161	2.11%	21	0.27%

Staff Survey Questions (23-27)	School/MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	N	%	n	%	n	%
23. 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	7.14%	7	50.00%	4	28.57%	1	7.14%	1	7.14%	0	0.00%
	All MCPS Schools	1677	21.94	3692	48.31%	1150	15.05%		3.34%	838	10.97	30	0.39%
24. At my school, 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.	School	1	7.14%	7	50.00%	4	28.57%	1	7.14%	1	7.14%	0	0.00%
	All MCPS Schools	1718	22.48%	2643	34.59%	453	5.93%	171	2.24%	2637	34.51	20	0.26%
25. I have the knowledge, skills, and capacity to identify and interrupt race-related equity issues.	School	2	14.29%	8	57.14%	3	21.43%	0	0.00%	1	7.14%	0	0.00%
	All MCPS	1703	22.28%	4353	34.59%	996	13.03%	66	0.86%	487	6.37%	27	0.48%
26. At my school, I regularly communicate with staff members of races, skin colors, ethnicities, and cultures that are different from my own.	School	5	35.71%	8	57.14%	1	7.14%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	4123	53.95%	2783	36.42%	512	6.70%	98	1.28%	105	1.37%	21	0.27%
27. I regularly participate in workshops, professional learning, and other opportunities offered by the school district to deepen my learning around and antiracism.	School	1	7.14%	8	57.14%	5	35.71%	0	0.00%	0	0.00%	0	0.00%
	All MCPS Schools	2130	27.87%	3816	49.93%	1301	17.02%	203	2.66%	172	2.25%	20	0.26%

Section Four: Family and Community Engagement

Staff Survey Questions (28)	School/ All MCPS	Yes		No		NA	
		n	%	n	%	n	%
28. Does your role require you to interact with families and/or the community?	School	11	78.57%	3	21.43%	0	0.00%
	All MCPS Schools	6722	87.96%	914	11.96%	6	0.08%

Staff Survey Questions (29-31)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	n	%	n	%	n	%
29. My school engages in culturally responsive ways with families from all racial, ethnic, cultural, and language groups represented in the MCPS community.	School	2	14.29%	6	42.86%	3	21.43%	0	0.00%	0	0.00%	3	21.43%
	All MCPS Schools	229	30.08%	3434	44.94%	515	6.74%	97	1.27%	353	4.62%	944	12.35%
30. My school 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	1	7.14%	6	42.86%	4	28.57%	0	0.00%	0	0.00%	3	21.43%
	All MCPS Schools	2360	30.88%	3357	43.93%	507	6.63%	95	1.24%	378	4.95%	945	12.37%
31. My school engages members of the local community from diverse racial, ethnic, cultural, and language groups.	School	2	14.29%	3	21.43%	5	35.71%	0	0.00%	1	7.14%	3	21.43%
	All MCPS Schools	2220	29.05%	3205	41.94%	555	7.36%	95	1.24%	620	8.11%	947	12.39%

Staff Survey Questions (32-38)	School/ All MCPS	Strongly Agree		Agree		Disagree		Strongly Disagree		I don't Know (IDK)		NA	
		n	%	n	%	n	%	n	%	n	%	n	%
32. At my school, academic progress data are regularly disaggregated, analyzed, and discussed by different racial, ethnic, and language groups.	School	4	28.57%	6	42.86%	2	14.29%	0	0.00%	1	7.14%	1	7.14%
	All MCPS Schools	2468	32.30%	3343	43.75%	612	8.01%	145	1.90%	974	12.75%	100	1.31%
33. I am held accountable for the academic progress of all students across racial, ethnic, and language groups.	School	4	28.57%	8	57.14%	1	7.14%	0	0.00%	0	0.00%	1	7.14%
	All MCPS Schools	3705	48.49%	3296	43.13%	234	3.06%	71	0.93%	234	3.06%	102	1.33%
34. I participate in professional learning around multiple methods of assessment that allow for different demonstrations of mastery/understanding.	School	2	14.29%	7	50.00%	4	28.57%	0	0.00%	0	0.00%	1	7.14%
	All MCPS Schools	2532	33.13%	3758	49.18%	891	11.66%	159	2.08%	94	2.54%	108	1.41%
35. I participate in professional learning around culturally responsive and equitable practices and techniques.	School	2	14.29%	8	57.14%	3	21.43%	0	0.00%	0	0.00%	1	7.14%
	All MCPS Schools	2885	37.75%	3965	51.88%	482	6.31%	83	1.09%	123	1.61%	104	1.36%
36. I use data to inform instructional practices that eliminate predictability in student achievement by race and ethnicity.	School	5	35.71%	7	50.00%	1	7.14%	0	0.00%	0	0.00%	1	7.14%
	All MCPS Schools	2357	30.84%	3944	51.61%	565	7.39%	71	0.93%	588	7.69%	117	1.53%
37. Students at my school are given equitable access to resources, facilities, and advanced academic classes regardless of their race, ethnicity, or culture.	School	2	14.29%	6	42.86%	3	21.43%	0	0.00%	0	0.00%	3	21.43%
	All MCPS Schools	2299	30.08%	3434	44.94%	515	6.74%	97	1.27%	353	4.62%	944	12.35%
38. The district allocates funding and resources equitably based on student needs across all schools in the district.	School	3	21.43%	4	28.57%	2	14.29%	2	14.29%	2	14.29%	1	7.14%
	All MCPS Schools	1234	16.15%	2173	28.43%	1214	15.89%	825	10.80%	2097	27.44%	99	1.30%