WINSTON CHURCHILL HIGH

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	14	28.57%	27	55.10%	7	14.29%	0	0.00%	1	2.04%	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	15	30.61%	28	57.14%	5	10.20%	0	0.00%	1	2.04%	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	19	38.78%	21	42.86%	6	12.24%	1	2.04%	2	4.08%	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	7	14.29%	19	38.78%	15	30.61%	4	8.16%	4	8.16%	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	9	18.37%	26	53.06%	4	8.16%	2	4.08%	8	16.33%	0	0.00%
	All MCPS Schools	2691	35.21%	3292	43.08%	608	7.96%	177	2.32%	860	11.25%	14	0.18%

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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	16	32.65%	22	44.90%	4	8.16%	0	0.00%	7	14.29%	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	11	22.45%	27	55.10%	7	14.29%	0	0.00%	4	8.16%	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	5	10.20%	29	59.18%	9	18.37%	3	6.12%	3	6.12%	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	15	30.61%	24	48.98%	5	10.20%	5	10.20%	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	16	32.65%	23	46.94%	3	6.12%	7	14.29%	0	0.00%	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: Pre K–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	9	18.37%	24	48.98%	7	14.29%	1	2.04%	8	16.33%	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	10	20.41%	24	48.98%	7	14.29%	1	2.04%	7	14.29%	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	21	42.86%	20	40.82%	4	8.16%	2	4.08%	2	4.08%	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	17	34.69%	20	40.82%	6	12.24%	1	2.04%	5	10.20%	0	0.00%
	All MCPS Schools	1554	20.33%	3279	42.91%	1649	21.58%	464	607%	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	11	22.45%	28	57.14%	4	8.16%	1	2.04%	5	10.20%	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	8	16.33%	14	28.57%	12	24.49%	5	10.20%	10	20.41%	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	22	44.90%	23	46.94%	0	0.00%	0	0.00%	4	8.16%	0	0.00%
	All MCPS Schools	3084	40.36%	4098	53.62%	168	2.20%	40	0.52%	239	3.`3%	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	11	22.45%	27	55.10%	6	12.24%	3	6.12%	2	4.08%	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	6	12.24%	9	18.37%	21	42.86%	13	26.53%	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	16	32.65%	26	53.06%	4	8.16%	2	4.08%	1	2.04%	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	17	34.69%	18	36.73%	6	12.24%	8	16.33%	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	5	10.20%	11	22.45%	23	46.94%	10	20.41%	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	11	22.45%	29	59.18%	4	8.16%	3	6.12%	2	4.08%	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	12	24.49%	15	30.61%	3	6.12%	1	2.04%	18	36.73%	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	16	32.65%	26	53.06%	2	4.08%	1	2.04%	4	8.16%	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	19	38.78%	23	46.94%	5	10.20%	1	2.04%	1	2.04%	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	18	36.73%	24	48.98%	4	8.16%	2	4.08%	1	2.04%	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	37	75.51%	12	24.49%	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	10	20.41%	18	36.73%	4	8.16%	1	2.04%	4	8.16%	12	24.49%
	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	8	16.33%	19	38.78%	3	6.12%	0	0.00%	7	14.29%	12	24.49%
	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	9	18.37%	19	38.78%	3	6.12%	0	0.00%	6	12.24%	12	24.49%
	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	15	30.61%	24	48.98%	2	4.08%	1	2.04%	7	14.29%	0	0.00%
	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	16	32.65%	29	59.18%	3	6.12%	0	0.00%	1	2.04%	0	0.00%
	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	15	30.61%	29	59.18%	3	6.12%	0	0.00%	2	4.08%	0	0.00%
	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	20	40.82%	26	53.06%	2	4.08%	0	0.00%	1	2.04%	0	0.00%
	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	15	30.61%	24	48.98%	5	10.20%	0	0.00%	5	10.20%	0	0.00%
	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	10	20.41%	18	36.73%	4	8.16%	1	2.04%	4	8.16%	12	24.49%
	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	10	20.41%	13	26.53%	8	16.33%	2	4.08%	16	32.65%	0	0.00%
	All MCPS Schools	1234	16.15%	2173	28.43%	1214	15.89%	825	10.80%	2097	27.44%	99	1.30%