JOHNS HOPKINS
SCHOOL *of* EDUCATION

Institute for Education Policy

School Culture 360™

Archdiocese of Baltimore

St Mary Catholic School (Hagerstown)

Summation Report

2020-2021 In Person

TABLE OF CONTENTS

School Culture 360™

SCHOOL CULTURE SURVEY 360^{TM} SURVEY

This survey of school culture investigates many of the school culture indicators that are widely used in the field today, such as collegiality, leadership, and academic expectations. However, it also incorporates questions that reach much deeper and provide early indicators of civic formation, academic identity-development, and the social and emotional support experienced across the school community. As such, this new instrument provides a multi-faceted view of the school's enduring culture with actionable data for continuous improvement. The survey is valid for all school sectors: district, charter, and private.

What constitutes a strong school culture, and why does it matter? A strong culture is grounded in a common philosophy that is evident in the moral vocabulary, rituals, discipline, academic expectations, and relationships among students, teachers, and the larger school community. In schools, culture is often referred to as "the way we do things around here." School culture is represented by the stable, underlying factors that shape the beliefs, expectations, and behaviors at that institution. A school's culture becomes observable as it guides the behavior of memebers of the community and helps organize and shape the school community and environment on a subconscious level.

Hello, St Mary Catholic School (Hagerstown)!

Thank you for completing the Johns Hopkins University School Culture 360™ Survey.

There were 433 total surveys sent and 189 surveys received which were collected between 02/25/2021 and 05/03/2021 for your schools.

SUMMARY OF PARTICIPATION BY CONSTITUENCY

Constituencies	Students	Administrators	Teachers	Parents
Surveys Received	45	1	15	128
Response Rate %	11	50	31	31

SUMMARY OF PARTICIPATION BY SCHOOL

Schools Surveyed	Students	Administrators	Teachers	Parents
	Rec. | %	Rec. | %	Rec. | %	Rec. | %
St Mary Catholic School (Hagerstown)	45 | 11	1 | 50	15 | 31	128 | 31
Totals	45 | 11	1 | 50	15 | 31	128 | 31

DOMAIN ANALYSIS

	Academics	Administration	Communality	Holistic	Org Identity	Overall
Students	69.6	74.4	69.6	66.7	65.4	68.2
Administrators	80	87.5	72	88.4	58.3	76.6
Teachers	82.1	83.0	82.0	86.3	87.7	84.0
Parents	71.6	87.7	72.7	78.9	78.2	77.3

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STRENGTHS AND WEAKNESSES

STUDENTS

STRENGTH 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown) performed exceptionally well; they are as follows:
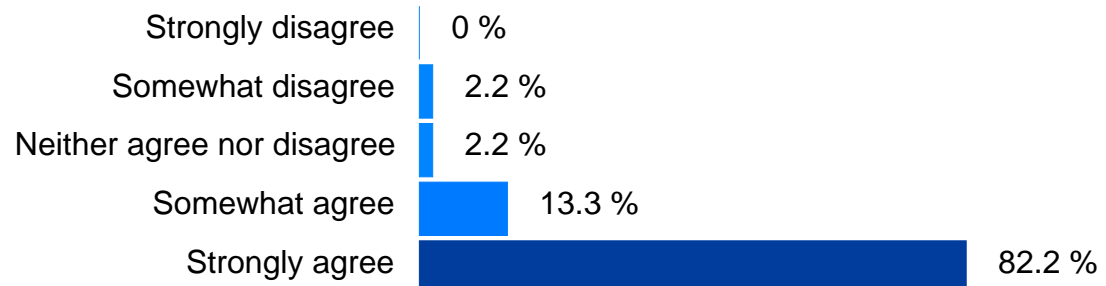
Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?
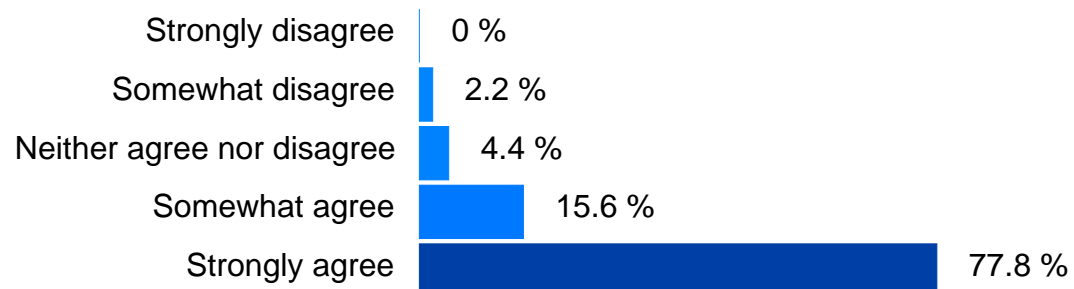
Subscale: Racial Climate:

Description: Do students of different racial/ethnic backgrounds get along well? Do they have frequent, meaningful, and positive interactions?
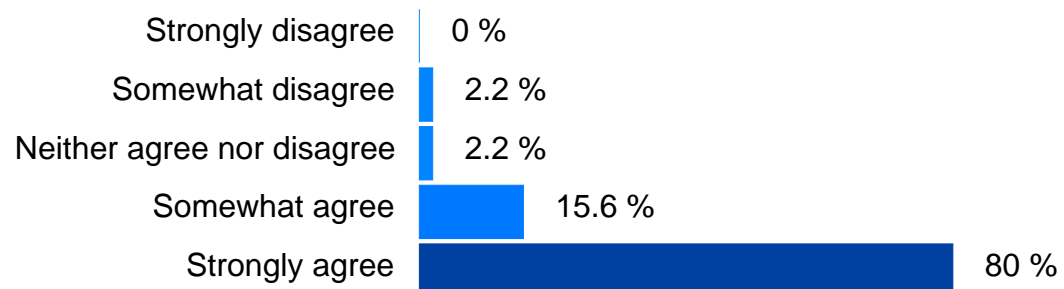
Your Rating: 93.1

Q6.9_1 Students of different races/ethnicities... - get along well. (45 responses)

Strongly disagree	0 %
Somewhat disagree	2.2 %
Neither agree nor disagree	2.2 %
Somewhat agree	13.3 %
Strongly agree	82.2 %

Q6.9_2 Students of different races/ethnicities... - hang out together. (45 responses)

Strongly disagree	0 %
Somewhat disagree	2.2 %
Neither agree nor disagree	4.4 %
Somewhat agree	15.6 %
Strongly agree	77.8 %

Q6.9_3 Students of different races/ethnicities... - work together in class. (45 responses)

Strongly disagree	0 %
Somewhat disagree	2.2 %
Neither agree nor disagree	2.2 %
Somewhat agree	15.6 %
Strongly agree	80 %

STUDENTS

STRENGTH 2

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Collective Orientation:

Description: Do students and teachers value the common good of the school community? Is the school inclusive?

Your Rating: 86.1

Q4.2 People work hard to make new students feel welcome here. (45 responses)

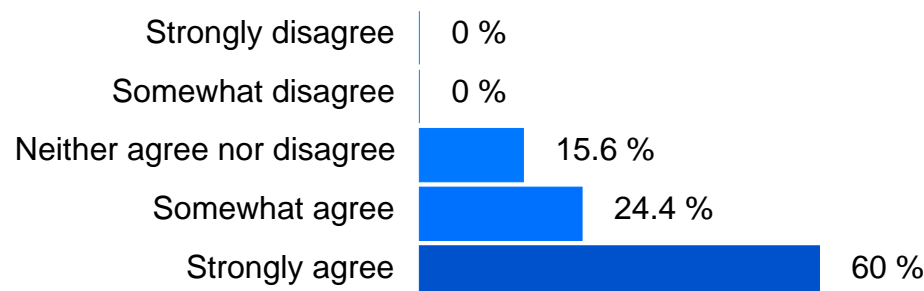|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	15.6 %
Somewhat agree	24.4 %
Strongly agree	60 %

STUDENTS

STRENGTH 3

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Conflict and Bullying:

Description: How do students and teachers treat one another? How much disagreement is there among members of the school community?

Your Rating: 84.5

Q4.4_1 How often do students at this school... - physically fight? (44 responses)
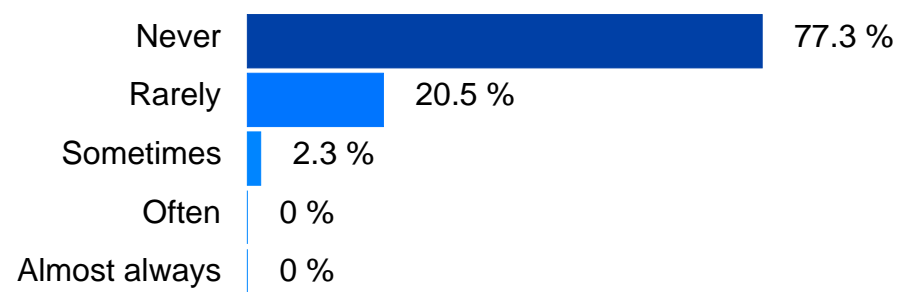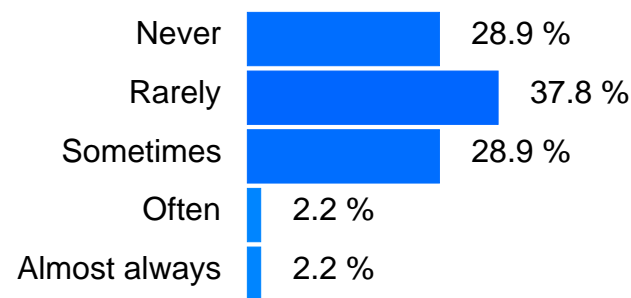
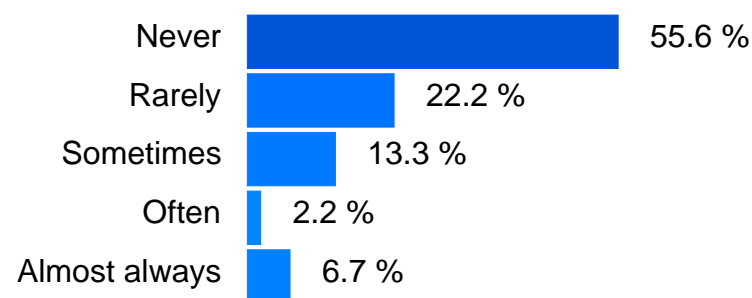|	
Never	77.3 %
Rarely	20.5 %
Sometimes	2.3 %
Often	0 %
Almost always	0 %

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Q4.4_2 How often do students at this school... - get bullied? (45 responses)

|	
Never	28.9 %
Rarely	37.8 %
Sometimes	28.9 %
Often	2.2 %
Almost always	2.2 %

Q4.5_1 How often do other students at this school... - pick on you in a mean way (including calling you names or making fun of you)? (45 responses)

Never	55.6 %
Rarely	22.2 %
Sometimes	13.3 %
Often	2.2 %
Almost always	6.7 %

Q4.5_2 How often do other students at this school... - threaten you? (45 responses)

Never	84.4 %
Rarely	13.3 %
Sometimes	2.2 %
Often	0 %
Almost always	0 %
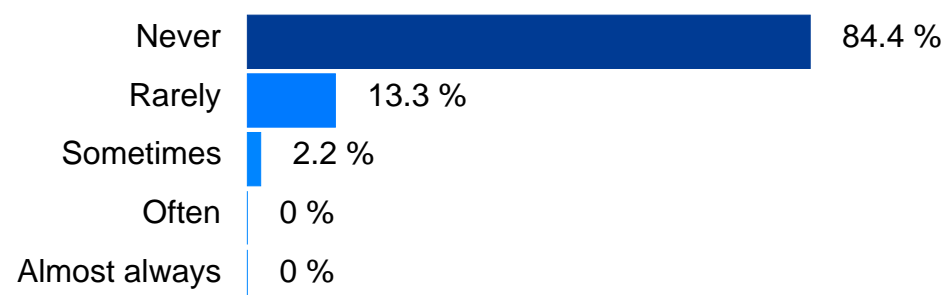
Q4.5_3 How often do other students at this school... - spread mean rumors about you? (45 responses)
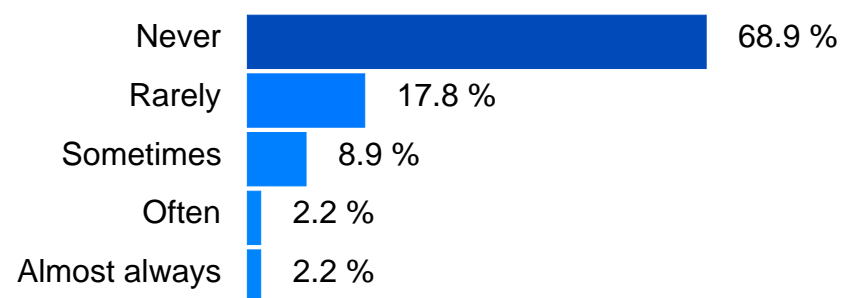
Never	68.9 %
Rarely	17.8 %
Sometimes	8.9 %
Often	2.2 %
Almost always	2.2 %

Q4.6 Students often spread mean rumors or lies about others at this school on the internet (Facebook, Text, Instagram, Snapchat, or something similar). (45 responses)

Strongly disagree	48.9 %
Somewhat disagree	17.8 %
Neither agree nor disagree	20 %
Somewhat agree	6.7 %
Strongly agree	6.7 %
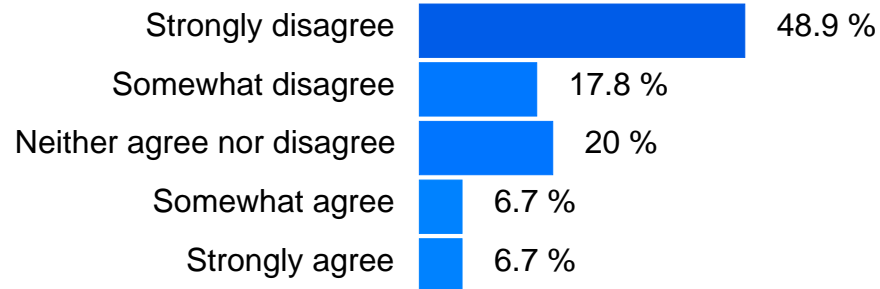
Q4.7_1 At this school, students harass, bully, or intimidate other students because of their - race/ethnicity. (45 responses)

Strongly disagree	73.3 %
Somewhat disagree	13.3 %
Neither agree nor disagree	6.7 %
Somewhat agree	6.7 %
Strongly agree	0 %
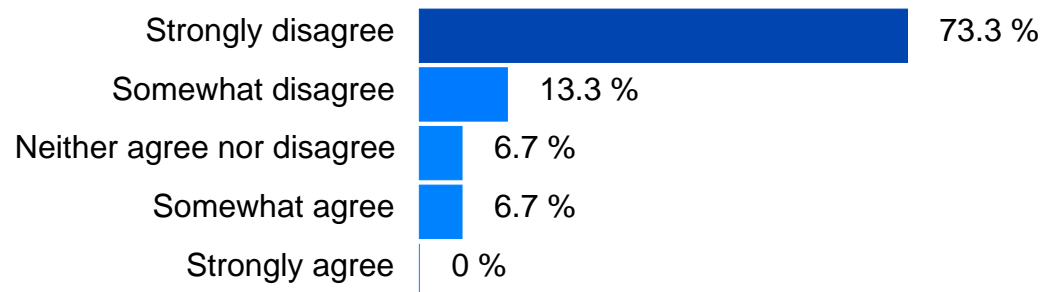
Q4.7_2 At this school, students harass, bully, or intimidate other students because of their - religion. (45 responses)

Strongly disagree	77.8 %
Somewhat disagree	11.1 %
Neither agree nor disagree	8.9 %
Somewhat agree	2.2 %
Strongly agree	0 %

Q4.7_3 At this school, students harass, bully, or intimidate other students because of their - nationality. (45 responses)

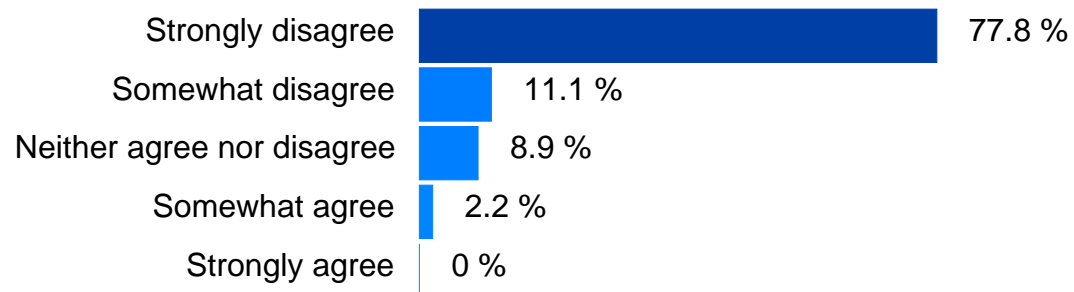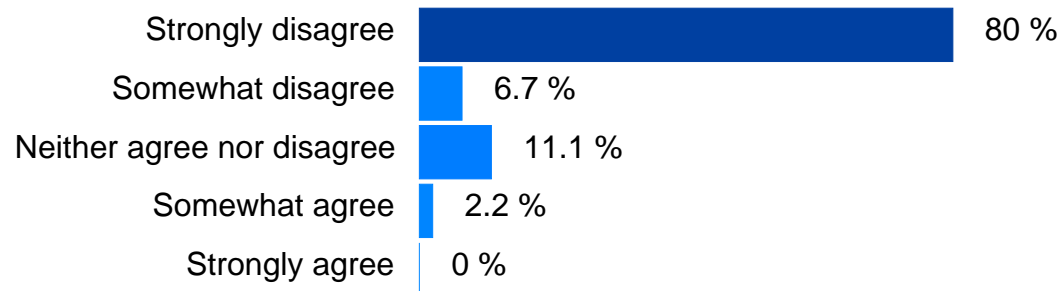|	
Strongly disagree	80 %
Somewhat disagree	6.7 %
Neither agree nor disagree	11.1 %
Somewhat agree	2.2 %
Strongly agree	0 %

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Q4.7_4 At this school, students harass, bully, or intimidate other students because of their - disability. (45 responses)

Strongly disagree	73.3 %
Somewhat disagree	11.1 %
Neither agree nor disagree	4.4 %
Somewhat agree	11.1 %
Strongly agree	0 %
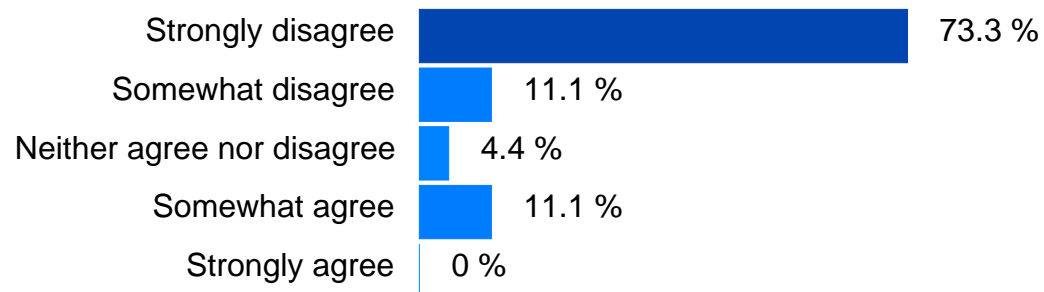
Q4.7_5 At this school, students harass, bully, or intimidate other students because of their - weight. (45 responses)

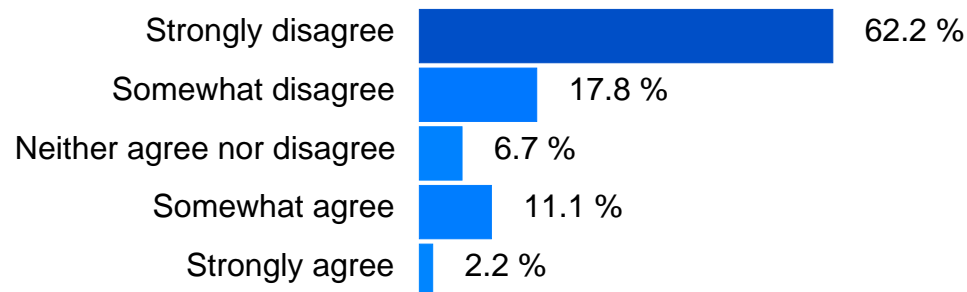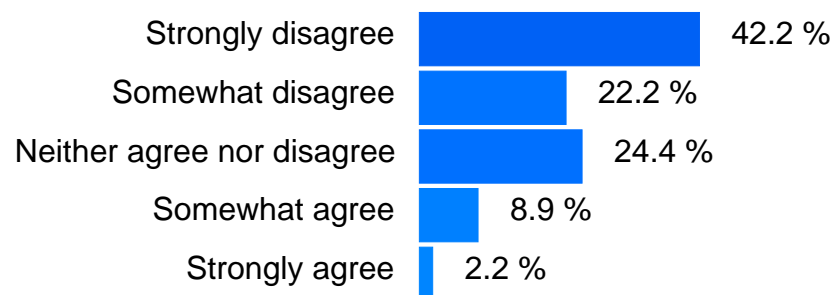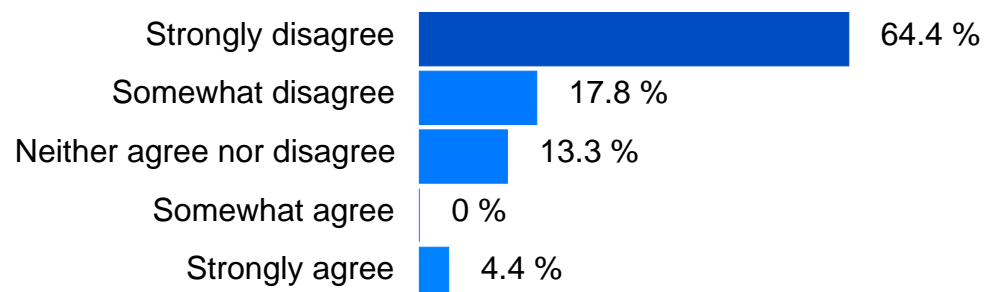|	
Strongly disagree	62.2 %
Somewhat disagree	17.8 %
Neither agree nor disagree	6.7 %
Somewhat agree	11.1 %
Strongly agree	2.2 %

Q4.8 Interactions between students and teachers (in classrooms or hallways) are often negative. (45 responses)

Strongly disagree	42.2 %
Somewhat disagree	22.2 %
Neither agree nor disagree	24.4 %
Somewhat agree	8.9 %
Strongly agree	2.2 %

Q4.9 It is difficult for students to connect with teachers because of their cultural differences. (45 responses)

Strongly disagree	64.4 %
Somewhat disagree	17.8 %
Neither agree nor disagree	13.3 %
Somewhat agree	0 %
Strongly agree	4.4 %

ADMINISTRATORS

STRENGTH 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown) performed exceptionally well; they are as follows:

Domain: Supportive Administration and Governance (SAG): Is the school's governance consistent, fair, and supportive, and is responsibility distributed in a positive way?

Subscale: Support for Teacher Growth:

Description: Are leaders interested in professional development and instruction? Are teachers held to high standards and supported in reaching those standards?

Your Rating: 100

Q6.6_1 How often do you (and other administrators)... - praise teachers and staff for positive performance? (1 responses)

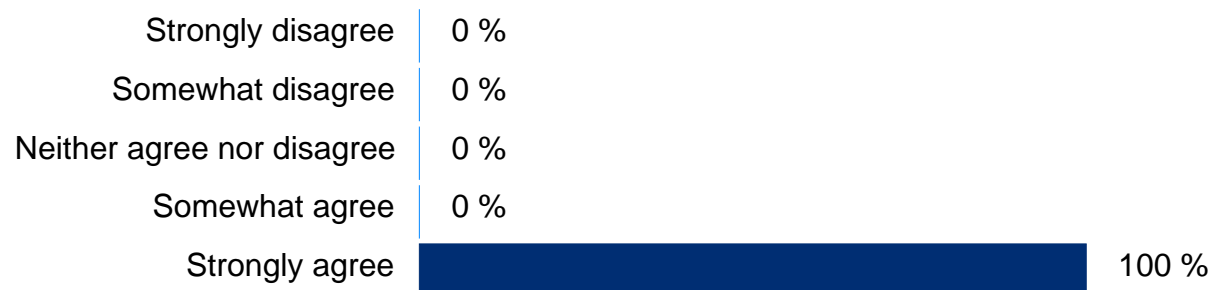|	
Never	0 %
Sometimes	0 %
About half the time	0 %
Most of the time	0 %
Always	100 %

ADMINISTRATORS

STRENGTH 2

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Racial Climate:

Description: Do students of different racial/ethnic backgrounds get along well? Do they have frequent, meaningful, and positive interactions?

Your Rating: 100

Q3.16_1 Students of different races/ethnicities... - get along well. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %

Q3.16_2 Students of different races/ethnicities... - hang out together. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %
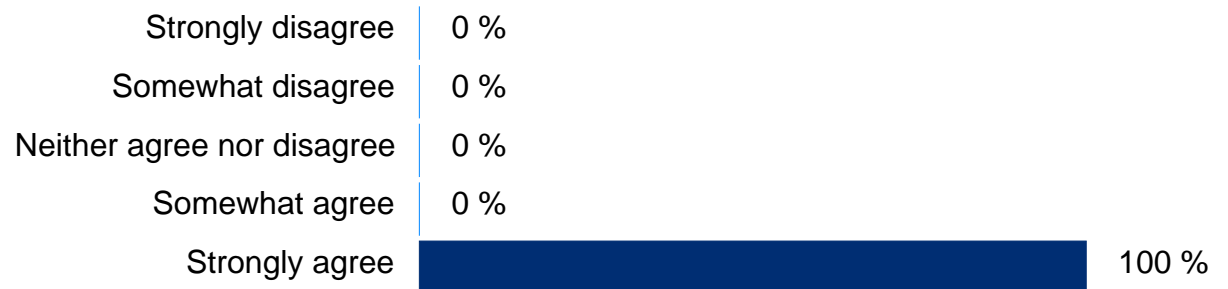
Q3.16_3 Students of different races/ethnicities... - work together in class. (1 responses)

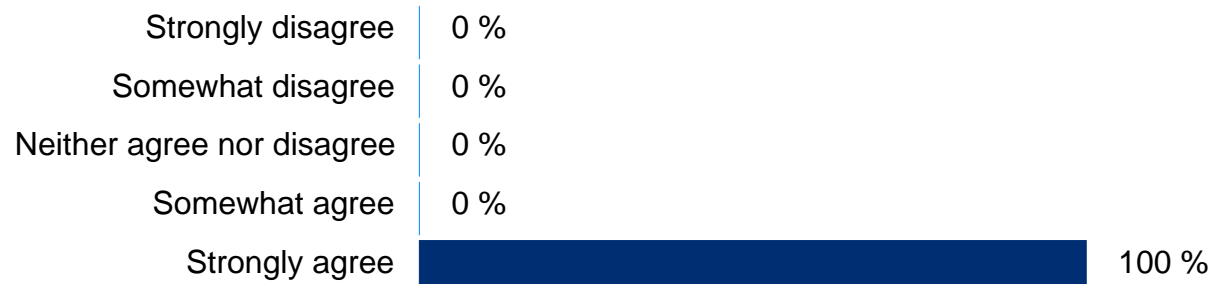|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %

ADMINISTRATORS

STRENGTH 3

Domain: Holistic Development (HD): Does the school support students' civic and socio-emotional development?

Subscale: Social-emotional Formation:

Description: Do students and teachers feel their whole person development is nurtured at the school?

Your Rating: 95

Q3.4 School counselors are able to meet our students' social and emotional needs. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %

Q3.6 Students generally get along with each other. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	100 %
Strongly agree	0 %
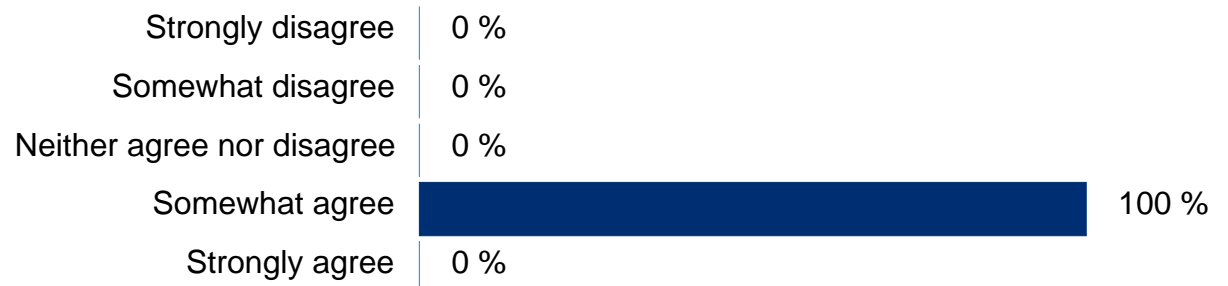
Q3.7 Teachers at this school really care about the students. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %
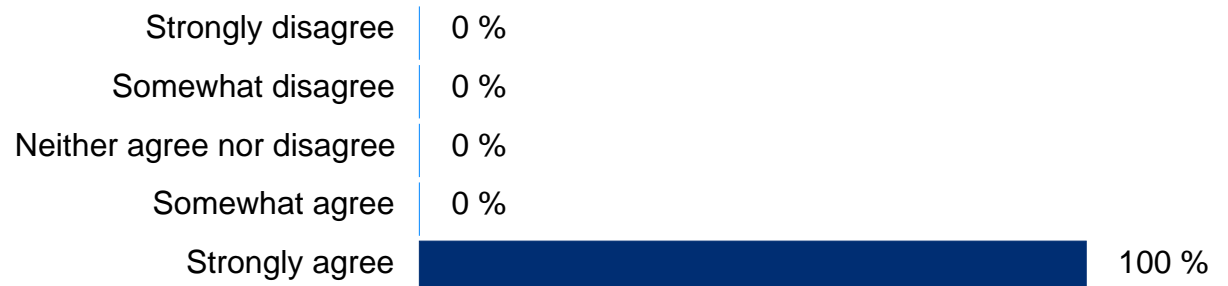
Q3.8 I enjoy coming to work here. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %
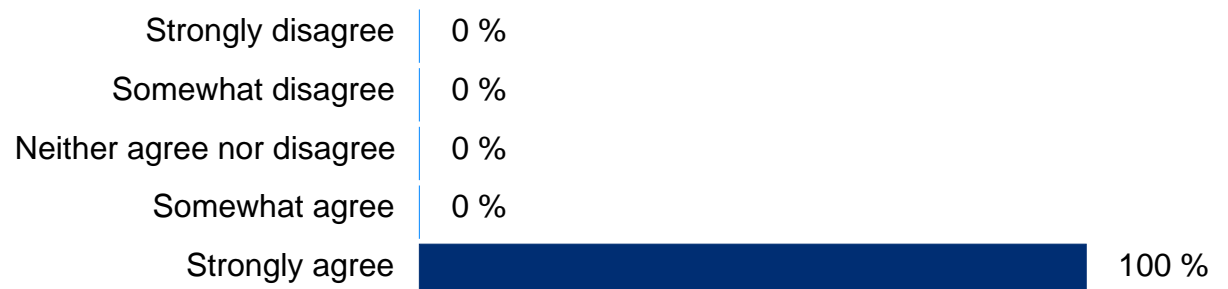
Q3.9 I am proud to work at this school. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	0 %
Strongly agree	100 %

TEACHERS

STRENGTH 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown) performed exceptionally well; they are as follows:

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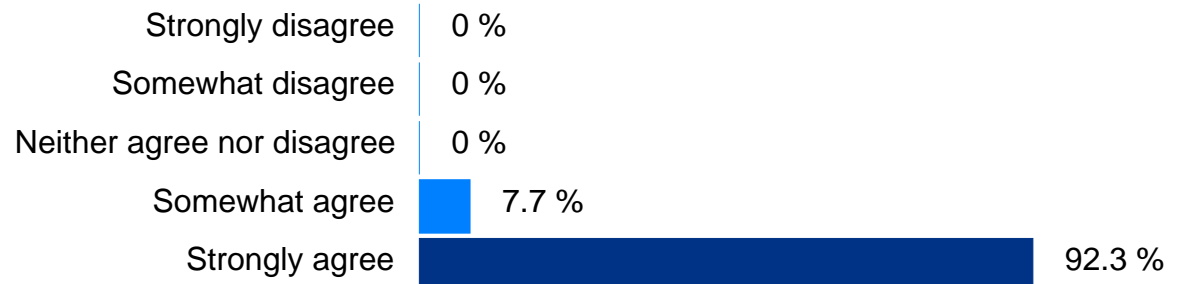**Domain: Communality (COM):** Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?
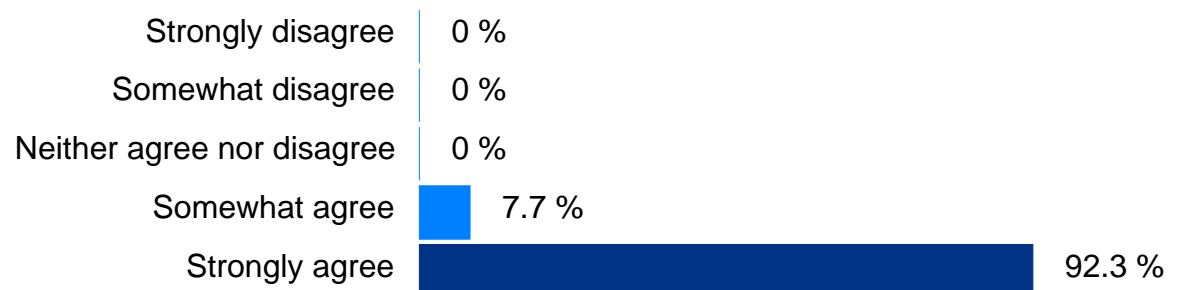
Subscale: Racial Climate:

Description: Do students of different racial/ethnic backgrounds get along well? Do they have frequent, meaningful, and positive interactions?
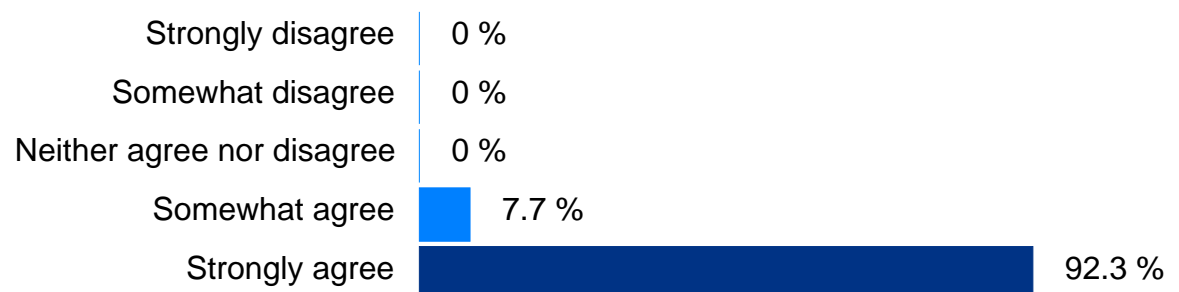
Your Rating: 98.0

Q4.15_1 Students of different races/ethnicities... - get along well. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	7.7 %
Strongly agree	92.3 %

Q4.15_2 Students of different races/ethnicities... - hang out together. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	7.7 %
Strongly agree	92.3 %

Q4.15_3 Students of different races/ethnicities... - work together in class. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	7.7 %
Strongly agree	92.3 %

TEACHERS

STRENGTH 2

Domain: Organizational Identity (OI): Do the members of the school community have a shared understanding of the school's mission, and do the school's practice reflect the mission?

Subscale: Understanding of Mission:

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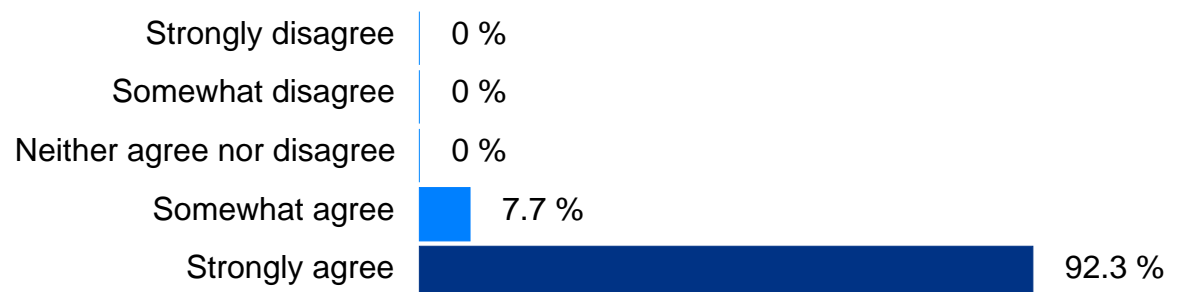
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Description: Is the mission clear? Do students and teachers share a common understanding of the purpose of the school?

Your Rating: 93.2

Q6.1 In one to two sentences, briefly describe your school's mission (including values, goals, etc.) as you remember it. (10 responses out of 15 surveys completed)

1. empowers children in their faith journey and promote academic excellence and life long service inspired by the gospel of jesus in a nurturing community (1)

2. smcs empowers children in their faith journey and promotes academic excellence inspired by the gospel in a nurturing community. (1)

3. we empower children in their faith journey and promotes academic excellence and life-long service inspired by the gospel of jesus christ in a nurturing community. (1)

4. empowers children in their faith journey and promotes academic excellence and life long service inspired by the gospel of jesus christ in a nurturing community. (1)

5. to help students develop the skills to be faith filled members of their community. (1)

6. see st. mary's mission statement. also we stress kindness to everyone, respect for peers, teachers and themselves, strong responsibility for their academic and personal lives, and a strong belief is god and his creations. (1)

7. empower children in their faith, academic excellence and service. (1)

8. provide students with a faith based education that promotes academic excellence. (1)

9. form disciples of christ, academic excellence, nurturing community (1)

10. catholic identity, academic excellence, positive environment (1)

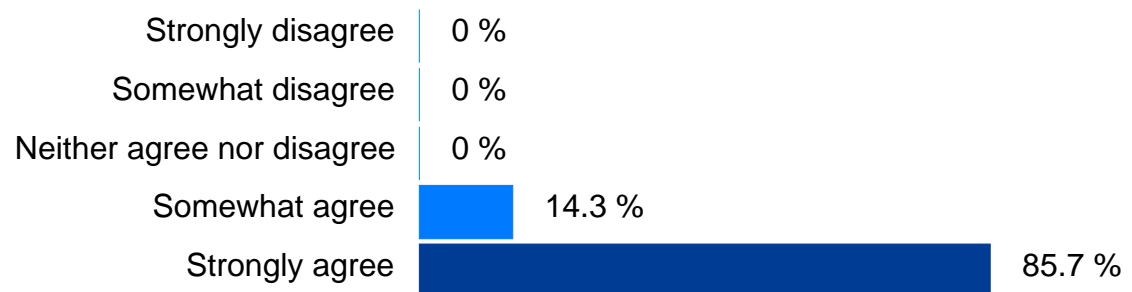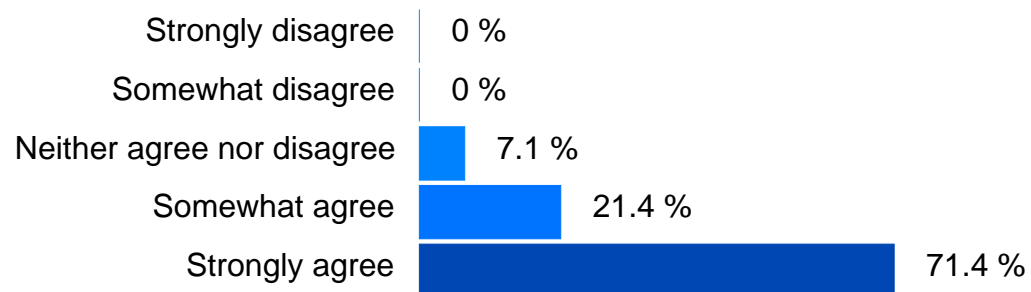**Q6.2 My teaching practices reflect the mission and values of the school. (13 responses)**

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	7.7 %
Strongly agree	92.3 %

Q6.3 I have a clear understanding of the goals the school is trying to achieve. (14 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	14.3 %
Strongly agree	85.7 %

Q6.5 We have a clear direction as a school, as communicated by the principal. (14 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	7.1 %
Somewhat agree	21.4 %
Strongly agree	71.4 %

Q6.6 Most of my colleagues share the beliefs and values expressed in the central mission of the school. (14 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	14.3 %
Somewhat agree	14.3 %
Strongly agree	71.4 %
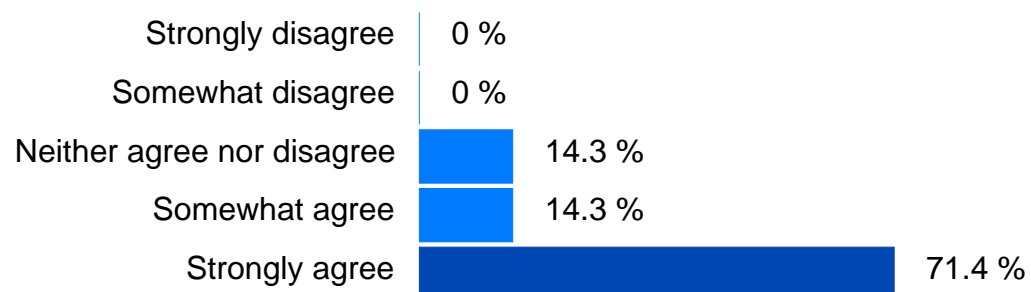
Q6.7 In this school, the teachers and the administrators are aligned on school discipline policy. (14 responses)
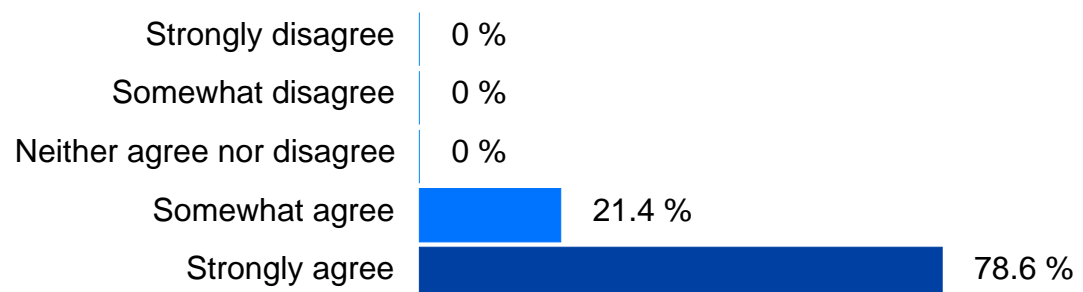
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	21.4 %
Strongly agree	78.6 %

Q6.8 We are not sure where we are going as a school. (13 responses)

Strongly disagree	84.6 %
Somewhat disagree	0 %
Neither agree nor disagree	15.4 %
Somewhat agree	0 %
Strongly agree	0 %
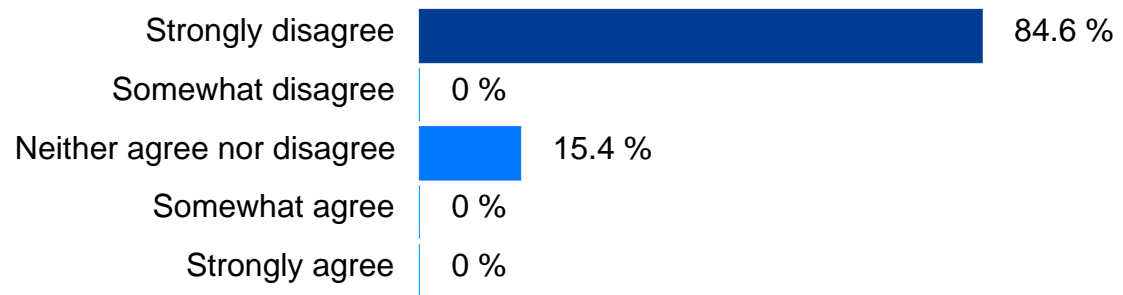
Q6.11 Some grades, departments, or teams believe they can be successful without supporting the success of the whole school. (14 responses)

Strongly disagree	78.6 %
Somewhat disagree	7.1 %
Neither agree nor disagree	14.3 %
Somewhat agree	0 %
Strongly agree	0 %
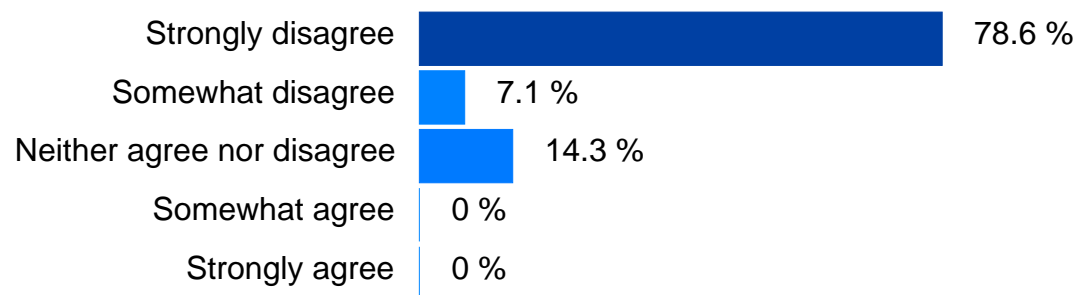
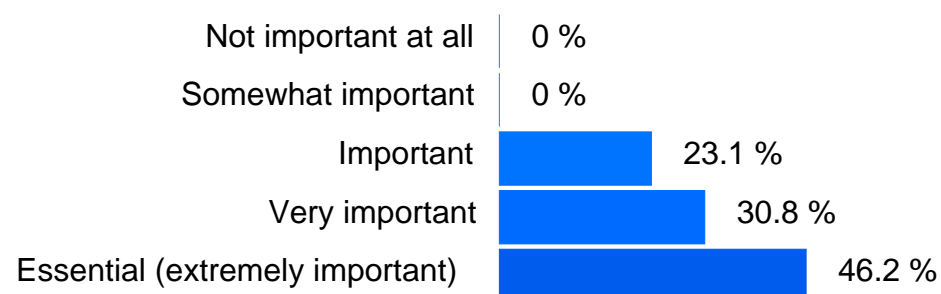**Q6.20_1 How important are the following goals for students at my school? - Basic literacy skills (reading, math, writing, speaking). (13 responses)**

Not important at all	0 %
Somewhat important	0 %
Important	7.7 %
Very important	23.1 %
Essential (extremely important)	69.2 %
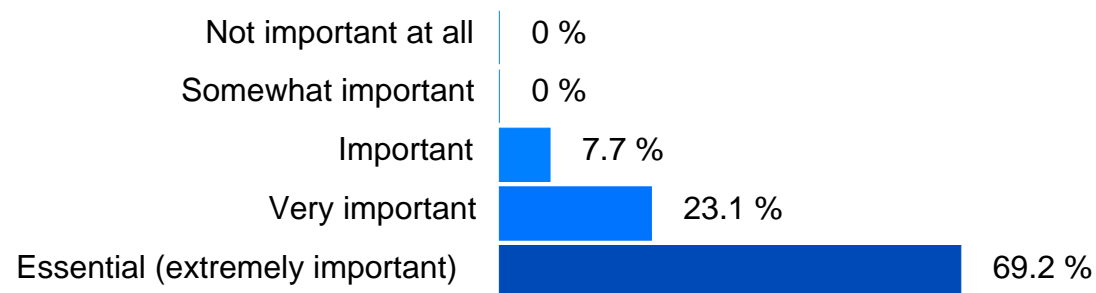
Q6.20_2 How important are the following goals for students at my school? - Academic excellence or mastery of the subject matter. (13 responses)

Not important at all	0 %
Somewhat important	0 %
Important	23.1 %
Very important	30.8 %
Essential (extremely important)	46.2 %

Q6.20_3 How important are the following goals for students at my school? - Citizenship (understanding institutions and public values). (12 responses)

Not important at all	0 %
Somewhat important	0 %
Important	8.3 %
Very important	58.3 %
Essential (extremely important)	33.3 %
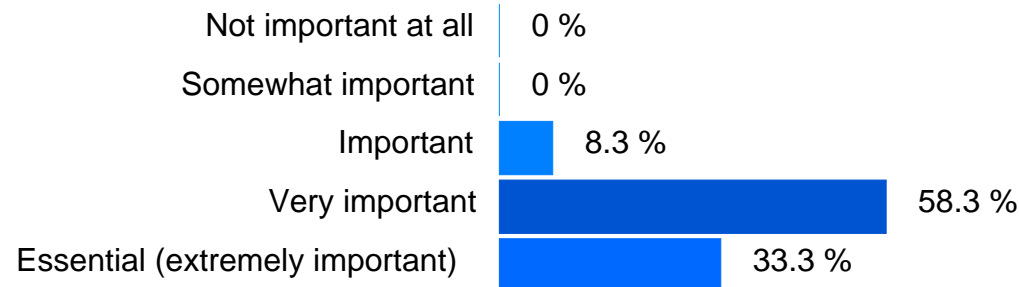
Q6.20_4 How important are the following goals for students at my school? - Specific occupational skills. (10 responses)

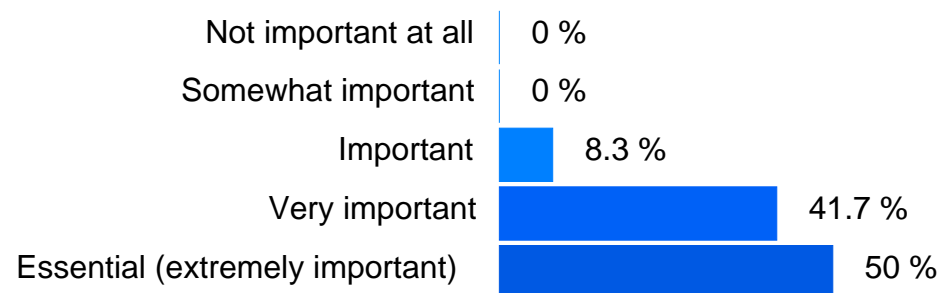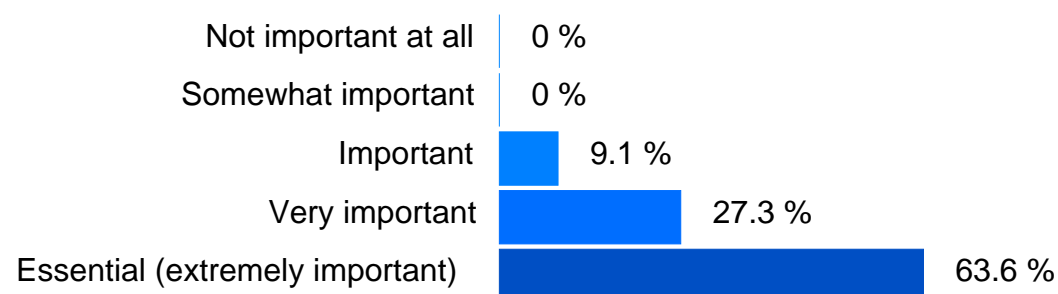|	
Not important at all	10 %
Somewhat important	20 %
Important	50 %
Very important	20 %
Essential (extremely important)	0 %
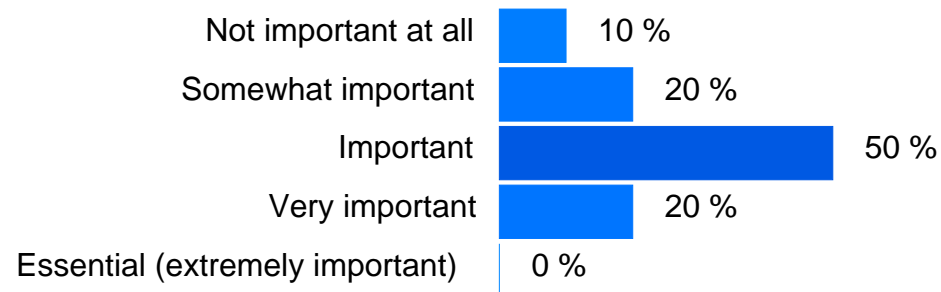
Q6.20_5 How important are the following goals for students at my school? - Good work habits and self-discipline. (12 responses)

Not important at all	0 %
Somewhat important	0 %
Important	8.3 %
Very important	41.7 %
Essential (extremely important)	50 %

Q6.20_6 How important are the following goals for students at my school? - Personal growth and fulfillment (self-esteem, personal efficacy, self-knowledge). (11 responses)

Not important at all	0 %
Somewhat important	0 %
Important	9.1 %
Very important	27.3 %
Essential (extremely important)	63.6 %

Q6.20_7 How important are the following goals for students at my school? - Human relational skills (cultural understanding, getting along with others). (11 responses)

Not important at all	0 %
Somewhat important	0 %
Important	18.2 %
Very important	18.2 %
Essential (extremely important)	63.6 %
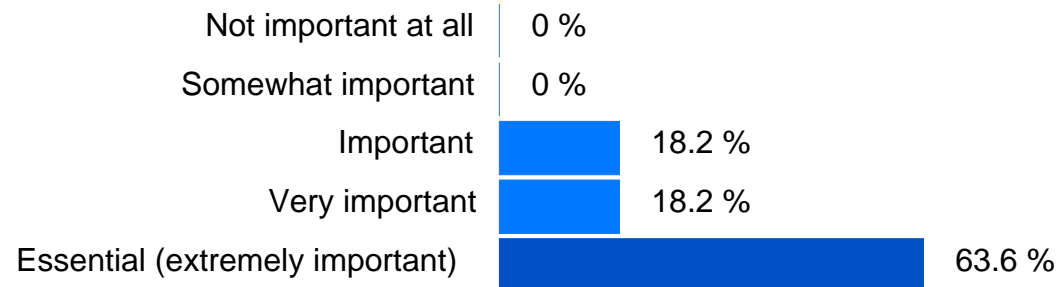
Q6.20_8 How important are the following goals for students at my school? - Athletic abilities, or physical strength and awareness. (10 responses)

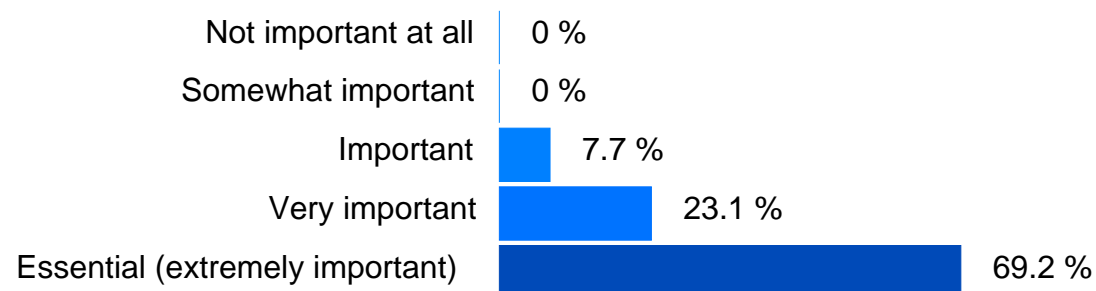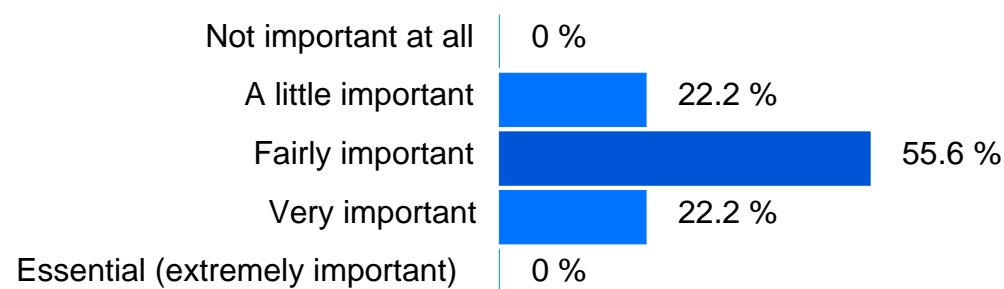|	
Not important at all	0 %
Somewhat important	10 %
Important	70 %
Very important	20 %
Essential (extremely important)	0 %
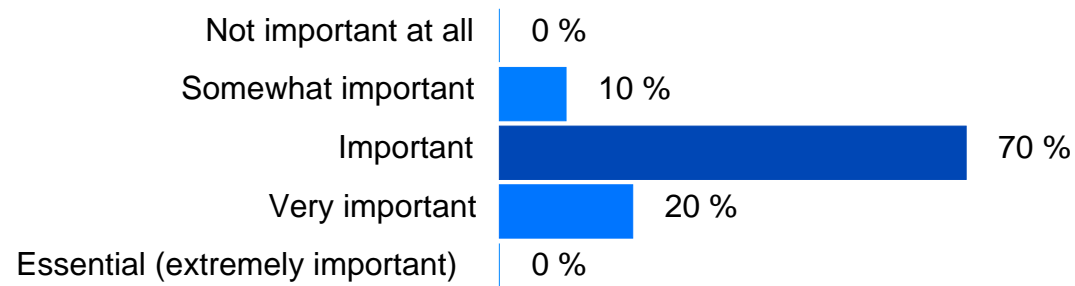
Q6.20_9 How important are the following goals for students at my school? - Moral or religious values. (13 responses)

Not important at all	0 %
Somewhat important	0 %
Important	7.7 %
Very important	23.1 %
Essential (extremely important)	69.2 %

Q6.20_10 How important are the following goals for students at my school? - Employability and Workforce Preparation (9 responses)

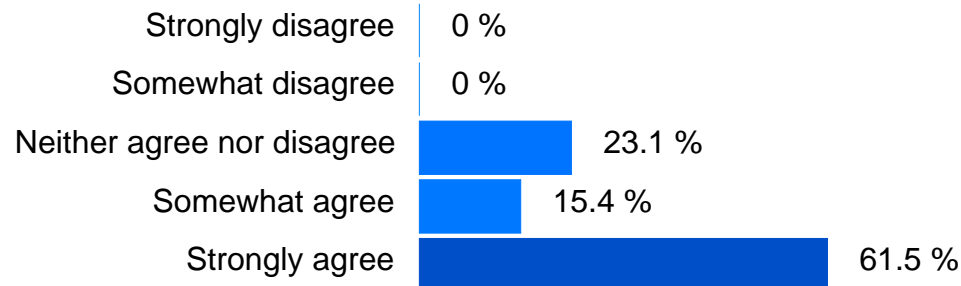|	
Not important at all	0 %
A little important	22.2 %
Fairly important	55.6 %
Very important	22.2 %
Essential (extremely important)	0 %

TEACHERS

STRENGTH 3

Domain: Supportive Administration and Governance (SAG): Is the school's governance consistent, fair, and supportive, and is responsibility distributed in a positive way?
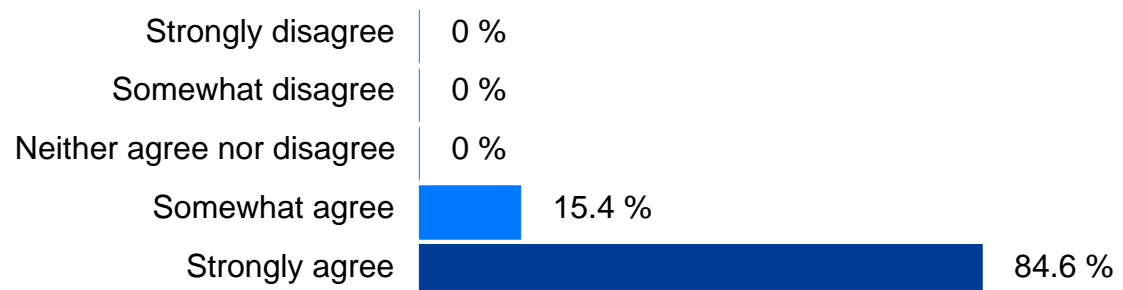
Subscale: Fair and Trustworthy:

Description: Do school leaders remain objective when making decisions? Do teachers feel valued and respected?
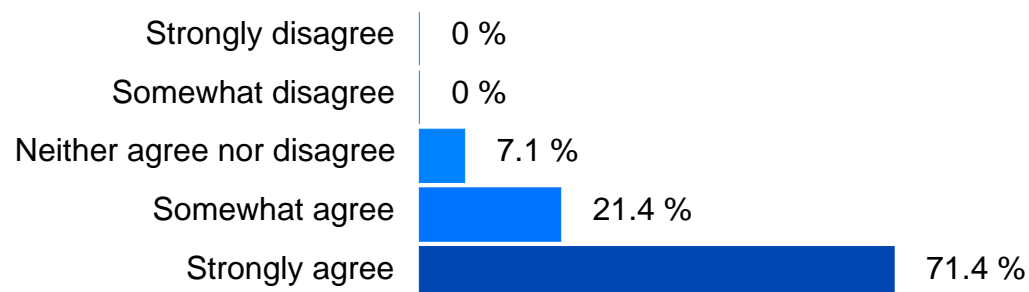
Your Rating: 93.2

Q3.1 It's OK for me to discuss feelings, worries, and frustrations with the principal. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	23.1 %
Somewhat agree	15.4 %
Strongly agree	61.5 %

Q3.2 Evaluations of my performance are conducted fairly. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	15.4 %
Strongly agree	84.6 %

Q3.3 I receive clear, productive feedback about my performance (or evaluation) from my principal. (14 responses)

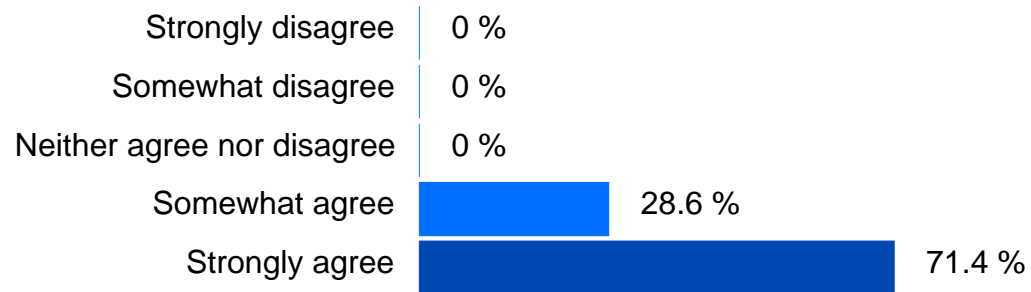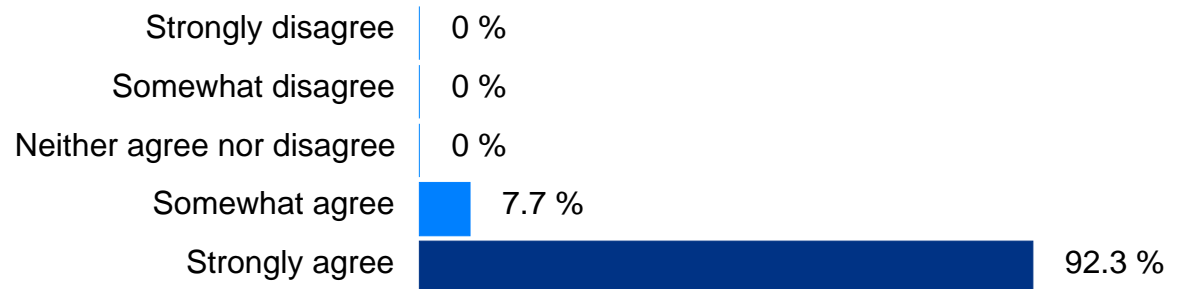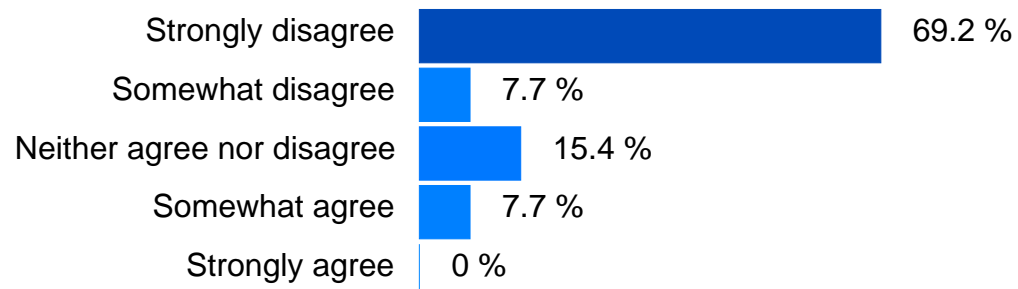|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	7.1 %
Somewhat agree	21.4 %
Strongly agree	71.4 %

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Q3.4 I trust the principal at his or her word (to do what he or she says that he or she will do). (14 responses)

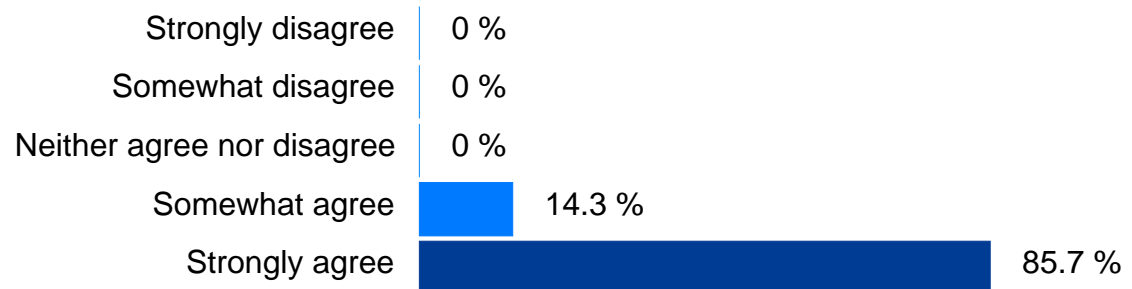|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	28.6 %
Strongly agree	71.4 %

Q3.10 The principal welcomes feedback from the teachers. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	7.7 %
Strongly agree	92.3 %

Q3.14 The principal shows preferential treatment towards some teachers more than others. (13 responses)

Strongly disagree	69.2 %
Somewhat disagree	7.7 %
Neither agree nor disagree	15.4 %
Somewhat agree	7.7 %
Strongly agree	0 %

Q3.19 All staff are treated with respect by the school principal. (14 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	14.3 %
Strongly agree	85.7 %

PARENTS

STRENGTH 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown) performed exceptionally well; they are as follows:
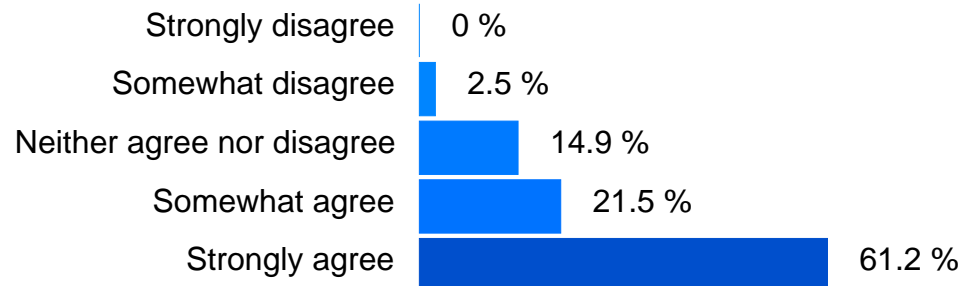
Domain: Supportive Administration and Governance (SAG): Is the school's governance consistent, fair, and supportive, and is responsibility distributed in a positive way?
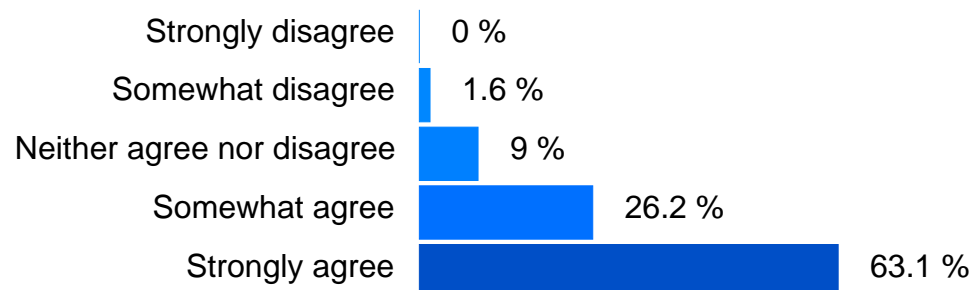
Subscale: Supportive Context:

Description: Do school leaders actively monitor school activities? Do students and teachers feel like disorganization impedes learning?
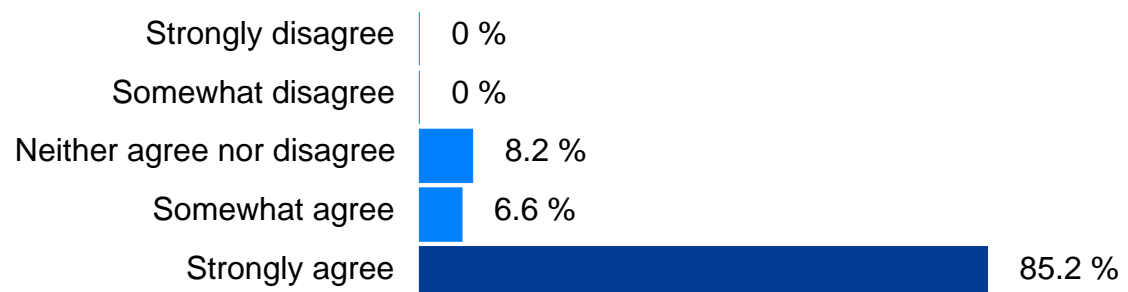
Your Rating: 89.4

Q3.2_1 The principal at this school... - tries to be visible at the school and school events. (121 responses)

Strongly disagree	0 %
Somewhat disagree	2.5 %
Neither agree nor disagree	14.9 %
Somewhat agree	21.5 %
Strongly agree	61.2 %

Q3.2_2 The principal at this school... - knows what is going on at the school. (122 responses)

Strongly disagree	0 %
Somewhat disagree	1.6 %
Neither agree nor disagree	9 %
Somewhat agree	26.2 %
Strongly agree	63.1 %

Q3.2_3 The principal at this school... - is an effective manager who makes the school run smoothly. (122 responses)

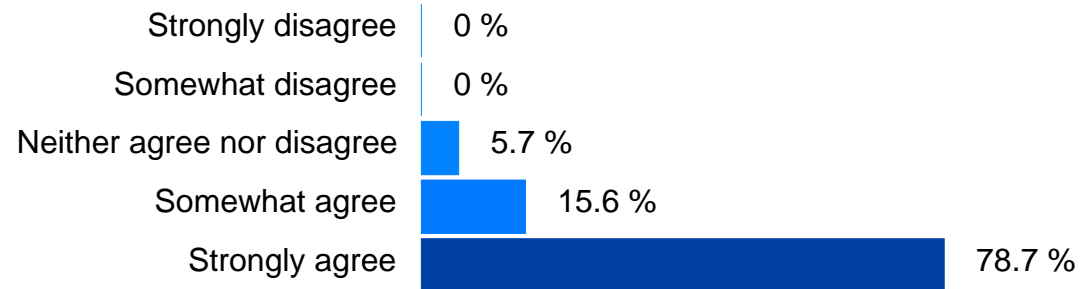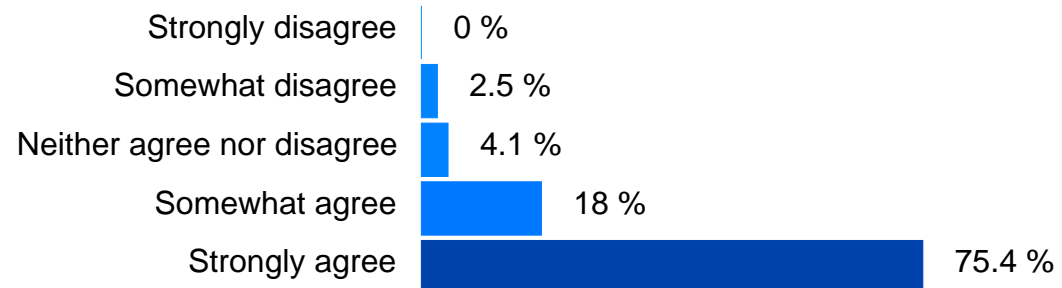|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	8.2 %
Somewhat agree	6.6 %
Strongly agree	85.2 %

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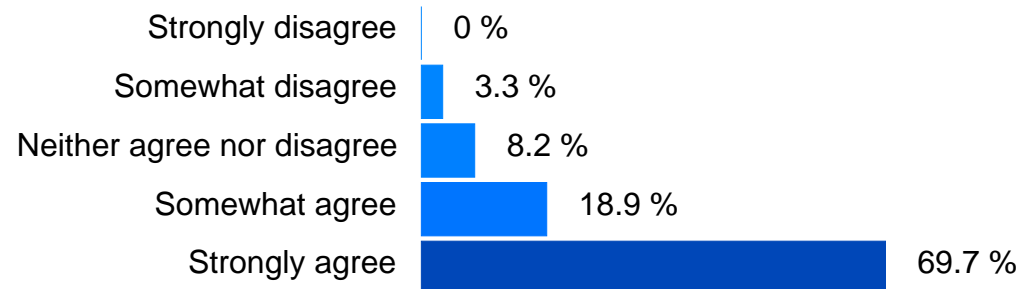2800 N. Charles St.

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Q3.3_1 How much do you agree with the following statements about the environment at the school? The school provides a... - clean and organized environment (e.g., trash or signs of disorder are promptly cleaned up). (122 responses)

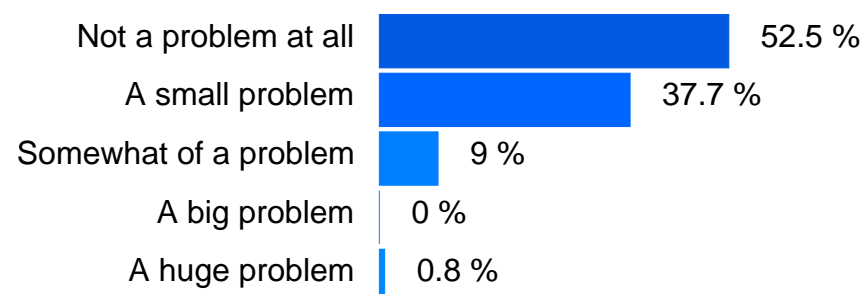|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	5.7 %
Somewhat agree	15.6 %
Strongly agree	78.7 %

Q3.3_2 How much do you agree with the following statements about the environment at the school? The school provides a... - safe physical environment for students. (122 responses)

Strongly disagree	0 %
Somewhat disagree	2.5 %
Neither agree nor disagree	4.1 %
Somewhat agree	18 %
Strongly agree	75.4 %

Q3.3_3 How much do you agree with the following statements about the environment at the school? The school provides a... - safe social and emotional environment for students. (122 responses)

Strongly disagree	0 %
Somewhat disagree	3.3 %
Neither agree nor disagree	8.2 %
Somewhat agree	18.9 %
Strongly agree	69.7 %

Q3.4_1 How much of a problem are the following issues at this school? - Student behavior (122 responses)

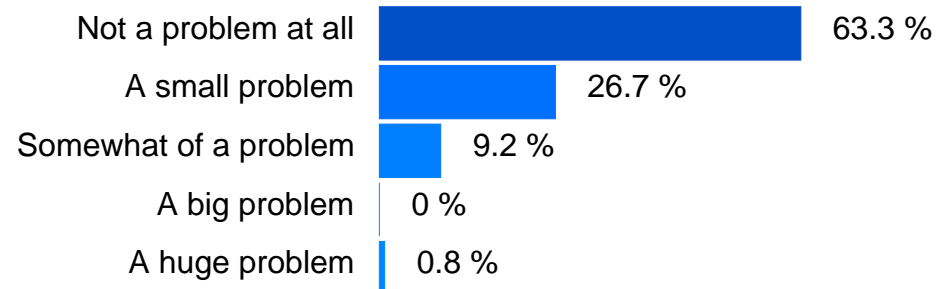|	
Not a problem at all	52.5 %
A small problem	37.7 %
Somewhat of a problem	9 %
A big problem	0 %
A huge problem	0.8 %

PARENTS

STRENGTH 2

Domain: Supportive Administration and Governance (SAG): Is the school's governance consistent, fair, and supportive, and is responsibility distributed in a positive way?

Subscale: Support for Teacher Growth:

Description: Are leaders interested in professional development and instruction? Are teachers held to high standards and supported in reaching those standards?

Your Rating: 87.9

Q3.4_2 How much of a problem are the following issues at this school? - Bad teachers (120 responses)

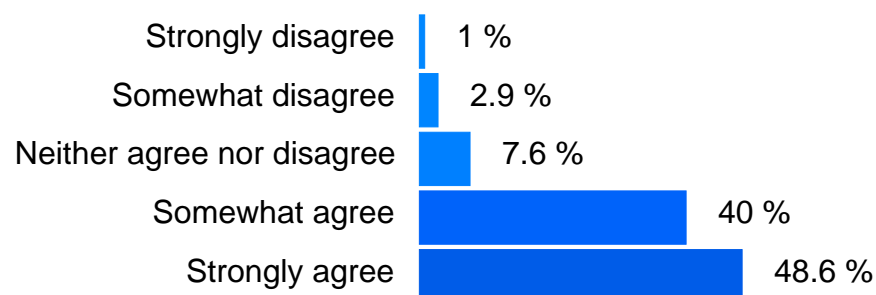|	
Not a problem at all	63.3 %
A small problem	26.7 %
Somewhat of a problem	9.2 %
A big problem	0 %
A huge problem	0.8 %

PARENTS

STRENGTH 3

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Collective Orientation:

Description: Do students and teachers value the common good of the school community? Is the school inclusive?

Your Rating: 86.0

Q6.2 There is a spirit of unity (or solidarity) at our school that transcends race, gender, culture, or religion. (105 responses)

Strongly disagree	1 %
Somewhat disagree	2.9 %
Neither agree nor disagree	7.6 %
Somewhat agree	40 %
Strongly agree	48.6 %

Q6.8 A conscious effort was made by the school to make my student feel welcome when they first arrived. (106 responses)

Strongly disagree	0 %
Disagree	0 %
Neither agree nor disagree	6.6 %
Agree	31.1 %
Strongly agree	62.3 %
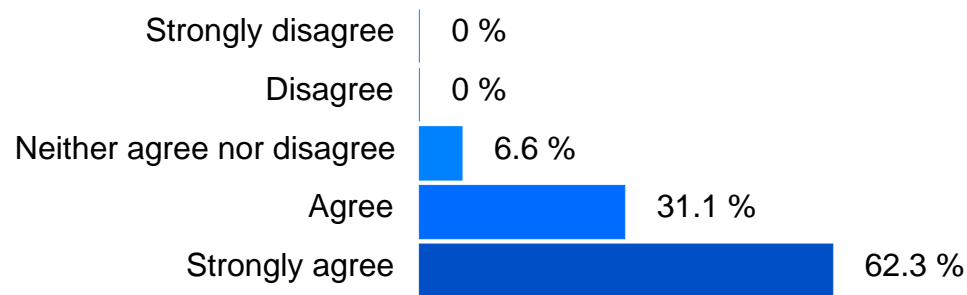
STRENGTHS AND WEAKNESSES

STUDENTS

WEAKNESS 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown)'s performance was weaker; they are as follows:

**Domain: Communality (COM):** Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Personal Relationships:

Description: Do students and teachers cultivate relationships where they feel comfortable discussing personal and sensitive topics?

Your Rating: 26.1

Q4.15_1 About how often do you talk to your teachers (or other adults at your school) about... - your friends and family? (44 responses)
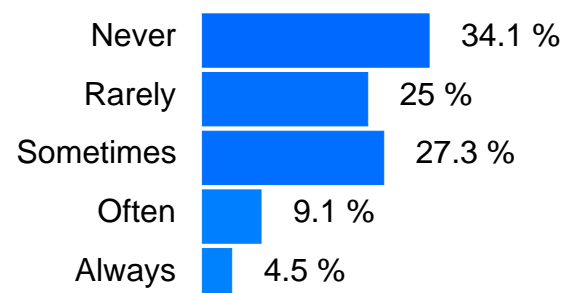
Never	34.1 %
Rarely	25 %
Sometimes	27.3 %
Often	9.1 %
Always	4.5 %

Q4.15_2 About how often do you talk to your teachers (or other adults at your school) about... - your future plans? (44 responses)

Never	36.4 %
Rarely	29.5 %
Sometimes	22.7 %
Often	4.5 %
Always	6.8 %
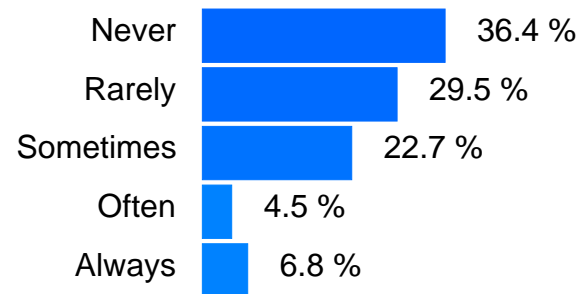
Q4.15_3 About how often do you talk to your teachers (or other adults at your school) about... - your feelings? (43 responses)

Never	55.8 %
Rarely	23.3 %
Sometimes	14 %
Often	7 %
Always	0 %
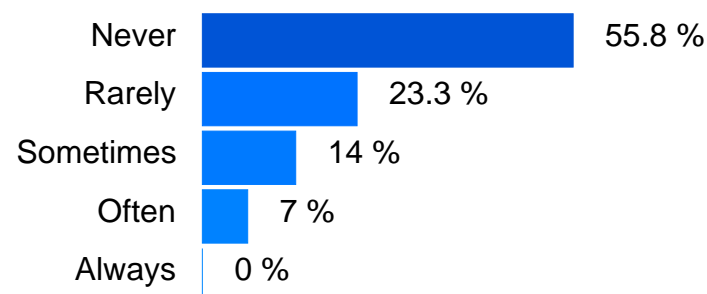
STUDENTS

WEAKNESS 2

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Collaboration:

Description: Do teachers work with one another to improve student outcomes? Do teachers and students value the input of their fellow students and teachers?

Your Rating: 46.4

Q4.1_1 About what percent of students in your school participate in school-related extra-curricular activities (for example: sports teams, art club, Spanish club, debate team, and others)? (32 responses)
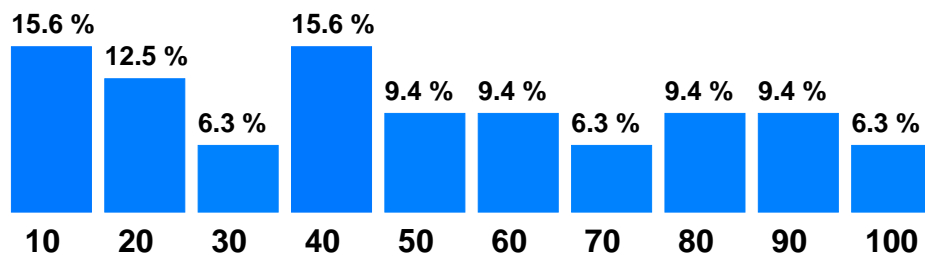
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15.6 %   12.5 %   6.3 %   15.6 %   9.4 %   9.4 %   6.3 %   9.4 %   9.4 %   6.3 %

10   20   30   40   50   60   70   80   90   100

STUDENTS

WEAKNESS 3

Domain: Holistic Development (HD): Does the school support students' civic and socio-emotional development?

Subscale: Social-emotional Formation:

Description: Do students and teachers feel their whole person development is nurtured at the school?

Your Rating: 60.5

Q4.17 My teachers care about me. (44 responses)
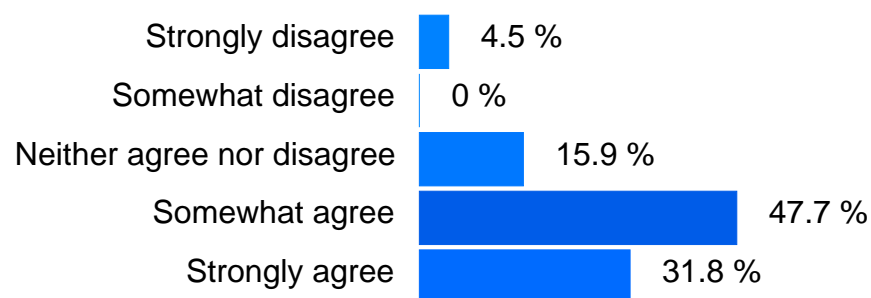
Strongly disagree	4.5 %
Somewhat disagree	0 %
Neither agree nor disagree	15.9 %
Somewhat agree	47.7 %
Strongly agree	31.8 %

Q6.10 There are adults at this school I could talk with if I had a personal problem. (45 responses)

Strongly disagree	28.9 %
Somewhat disagree	11.1 %
Neither agree nor disagree	15.6 %
Somewhat agree	24.4 %
Strongly agree	20 %

Q6.15 I feel unnoticed (anonymous) in the school. (45 responses)

Strongly disagree	35.6 %
Somewhat disagree	24.4 %
Neither agree nor disagree	22.2 %
Somewhat agree	13.3 %
Strongly agree	4.4 %
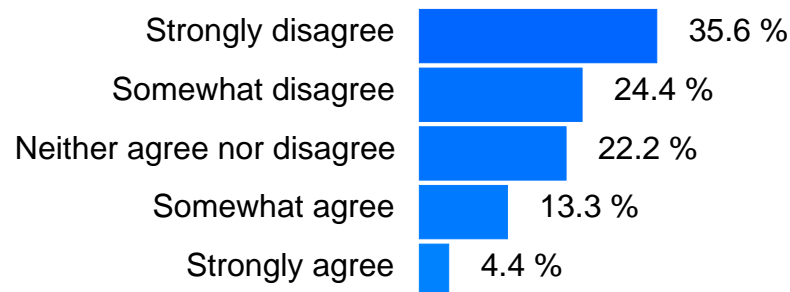
Q6.16 Students generally get along with each other. (45 responses)

Strongly disagree	4.4 %
Somewhat disagree	6.7 %
Neither agree nor disagree	26.7 %
Somewhat agree	31.1 %
Strongly agree	31.1 %
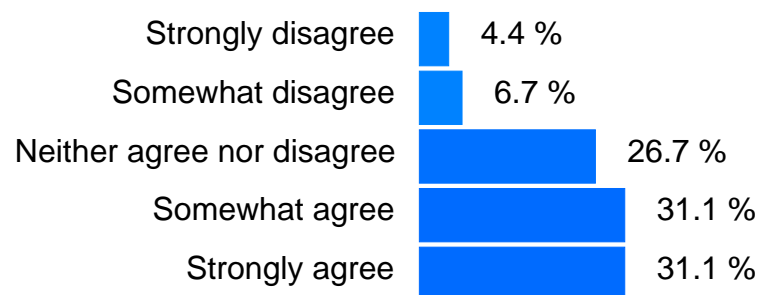
Q6.17 I enjoy going to school here. (45 responses)
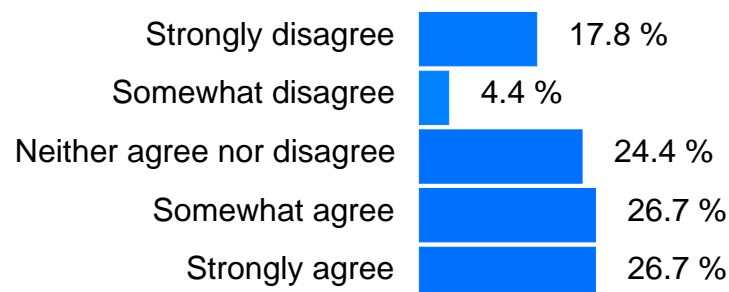
Strongly disagree	17.8 %
Somewhat disagree	4.4 %
Neither agree nor disagree	24.4 %
Somewhat agree	26.7 %
Strongly agree	26.7 %

Q6.18 I am proud to go to school here. (45 responses)

Strongly disagree	17.8 %
Somewhat disagree	11.1 %
Neither agree nor disagree	24.4 %
Somewhat agree	17.8 %
Strongly agree	28.9 %

Q6.21 This school helps me deal with my emotions and have positive relationships with others. (45 responses)

Strongly disagree	28.9 %
Somewhat disagree	13.3 %
Neither agree nor disagree	17.8 %
Somewhat agree	28.9 %
Strongly agree	11.1 %

ADMINISTRATORS

WEAKNESS 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown)'s performance was weaker; they are as follows:
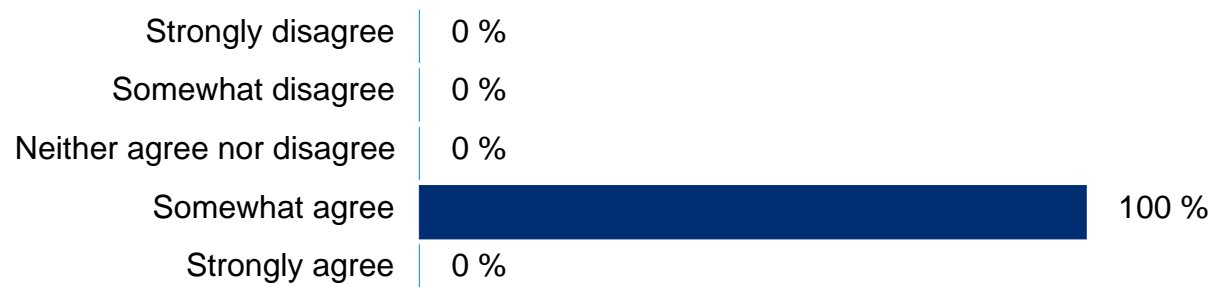
Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Collaboration:

Description: Do teachers work with one another to improve student outcomes? Do teachers and students value the input of their fellow students and teachers?

Your Rating: 31.2

Q7.6 Teachers feel comfortable discussing differences in teaching practices with each other. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	100 %
Strongly agree	0 %

Q7.7_1 In the past year, how often did you have conversations with teachers about... - managing classroom behavior? (1 responses)

Never	████████████ 100 %
Once this year	0 %
Once a month	0 %
Once a week	0 %
Daily	0 %

Q7.7_2 In the past year, how often did you have conversations with teachers about... - how students learn best? (1 responses)

Never	0 %
Once this year	████████████ 100 %
Once a month	0 %
Once a week	0 %
Daily	0 %

Q7.7_3 In the past year, how often did you have conversations with teachers about... - changing or adapting instruction to improve student academic performance? (1 responses)

Never	0 %
Once this year	████████████ 100 %
Once a month	0 %
Once a week	0 %
Daily	0 %

Q7.7_4 In the past year, how often did you have conversations with teachers about... - changing or adapting instruction to improve student moral or character formation? (1 responses)

Never	████████████ 100 %
Once this year	0 %
Once a month	0 %
Once a week	0 %
Daily	0 %

ADMINISTRATORS

WEAKNESS 2

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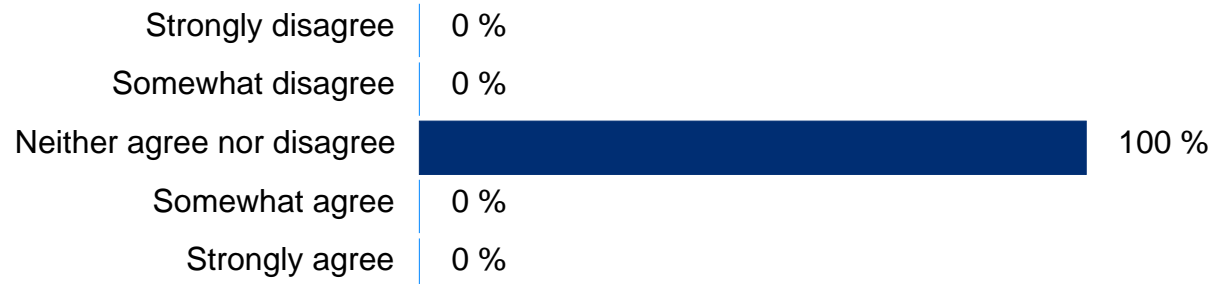2800 N. Charles St.

Baltimore, MD 21218

Domain: Holistic Development (HD): Does the school support students' civic and socio-emotional development?

Subscale: Civic Formation:

Description: How do teachers talk about government? Do students feel comfortable discussing difficult topics? Is community service honored?

Your Rating: 50

Q3.1 This school encourages students to engage in discussions of public importance. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	100 %
Somewhat agree	0 %
Strongly agree	0 %

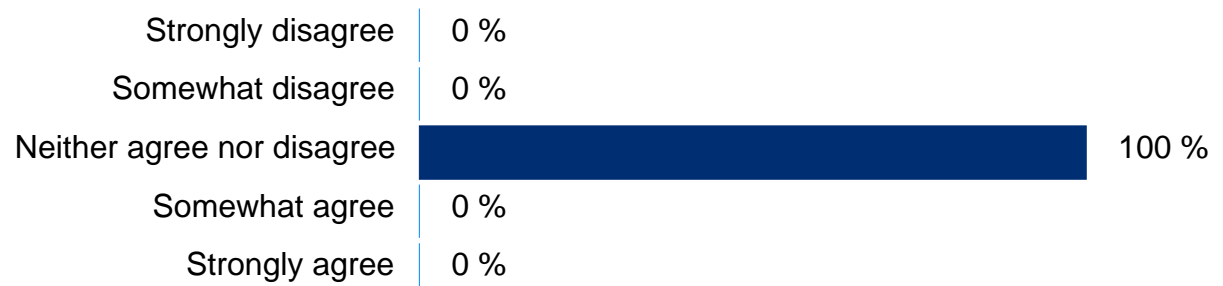## ADMINISTRATORS

WEAKNESS 3

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Wider Community Engagement:

Description: What does teacher contact with parents look like? Does the school value and welcome outside input?

Your Rating: 50

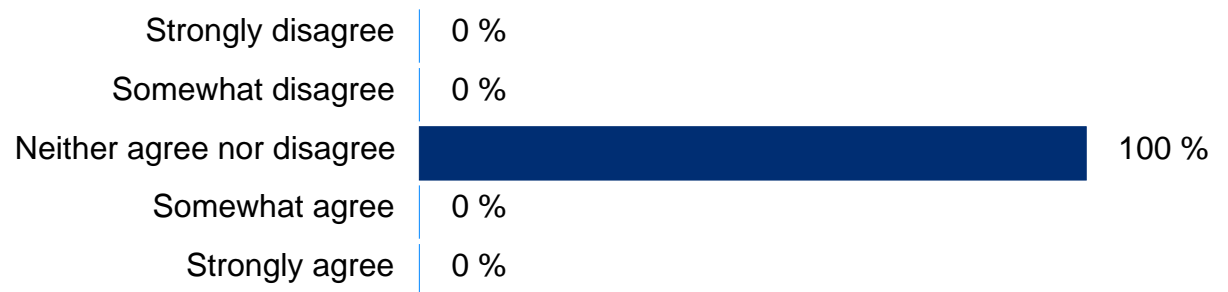**Q7.12 The school encourages feedback from parents/guardians. (1 responses)**

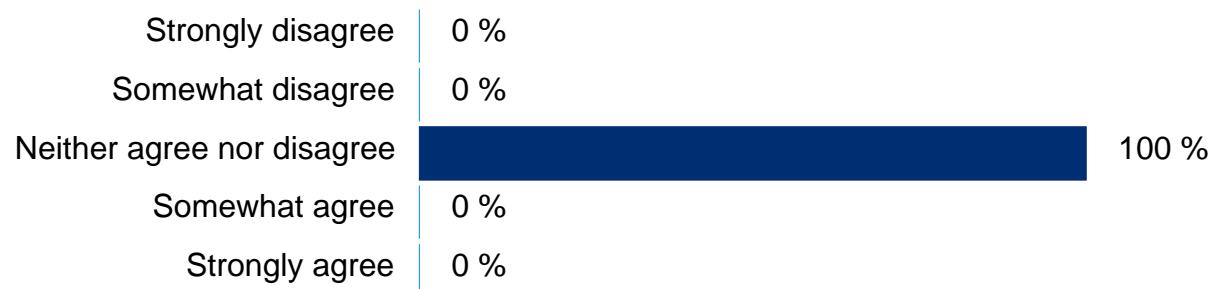|	
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	100 %
Somewhat agree	0 %
Strongly agree	0 %

Q7.13 This school regularly communicates with parents/guardians about how they can help their children learn. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	100 %
Somewhat agree	0 %
Strongly agree	0 %

Q7.14 Teachers and parents/guardians have common expectations for student performance. (1 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	100 %
Somewhat agree	0 %
Strongly agree	0 %

TEACHERS

WEAKNESS 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown)'s performance was weaker; they are as follows:
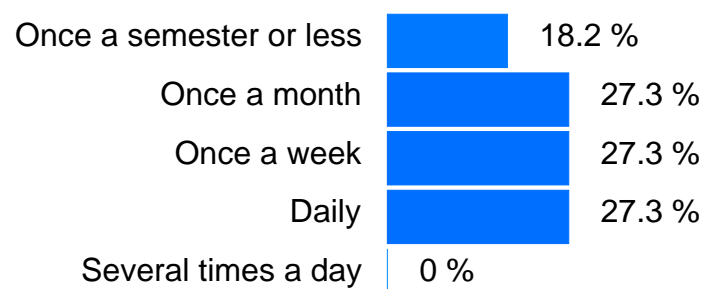
Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Collaboration:

Description: Do teachers work with one another to improve student outcomes? Do teachers and students value the input of their fellow students and teachers?

Your Rating: 53.1

Q7.11_1 During this school year, how often have you had conversations with colleagues about... - managing classroom behavior? (11 responses)

Once a semester or less	18.2 %
Once a month	27.3 %
Once a week	27.3 %
Daily	27.3 %
Several times a day	0 %

Q7.11_2 During this school year, how often have you had conversations with colleagues about... - how students learn best? (11 responses)

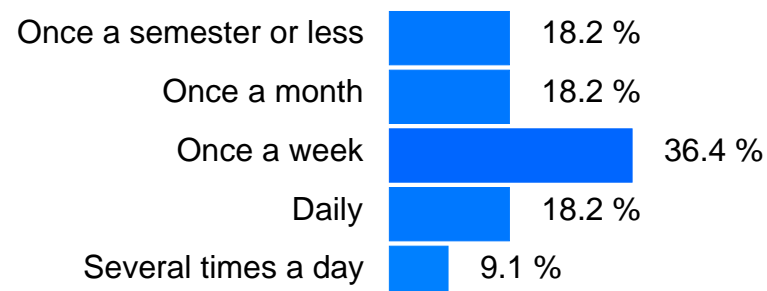|	
Once a semester or less	18.2 %
Once a month	18.2 %
Once a week	27.3 %
Daily	27.3 %
Several times a day	9.1 %
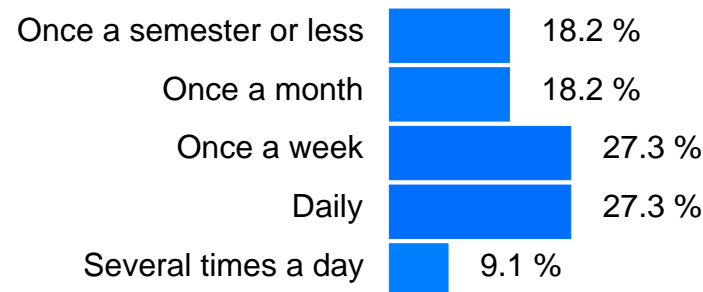
Q7.11_3 During this school year, how often have you had conversations with colleagues about... - changing or adapting instruction to improve student academic performance? (11 responses)

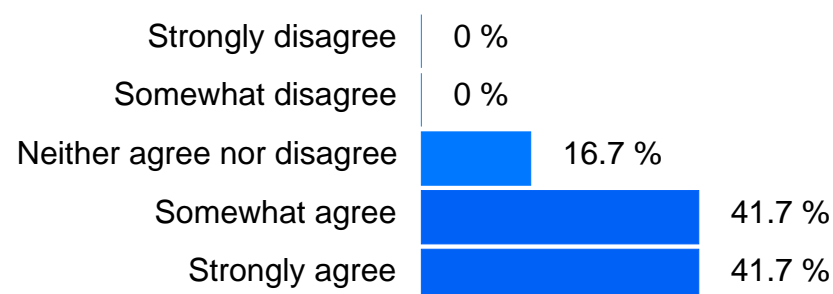|	
Once a semester or less	0 %
Once a month	36.4 %
Once a week	18.2 %
Daily	45.5 %
Several times a day	0 %
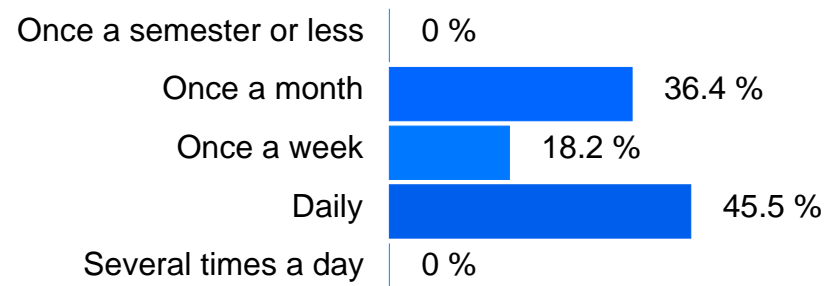
Q7.11_4 During this school year, how often have you had conversations with colleagues about... - changing or adapting instruction to improve student moral or character formation? (11 responses)

Once a semester or less	18.2 %
Once a month	18.2 %
Once a week	36.4 %
Daily	18.2 %
Several times a day	9.1 %

Q7.12 Teachers feel comfortable discussing differences in teaching practices with each other. (12 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	16.7 %
Somewhat agree	41.7 %
Strongly agree	41.7 %

Q7.16 How often do teachers have common planning time with colleagues across grades or subjects? (11 responses)

Never	9.1 %
Rarely	54.5 %
Once a month	27.3 %
Once a week	0 %
Several times a week or more	9.1 %

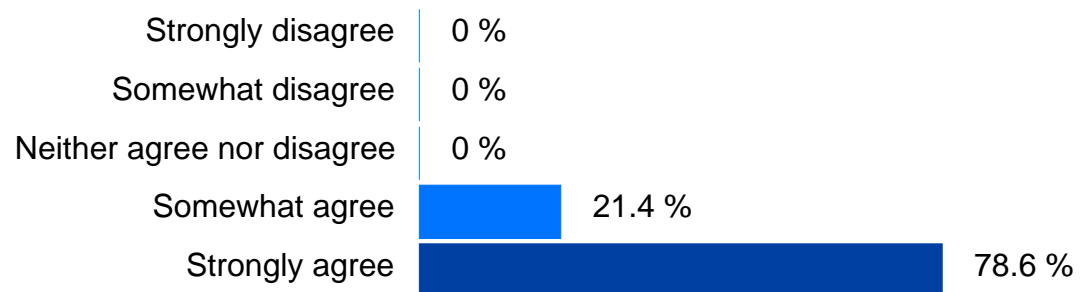---
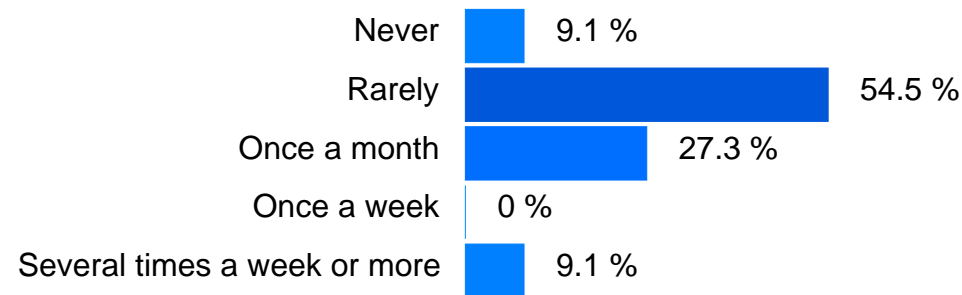
TEACHERS

WEAKNESS 2

Domain: Supportive Administration and Governance (SAG): Is the school's governance consistent, fair, and supportive, and is responsibility distributed in a positive way?

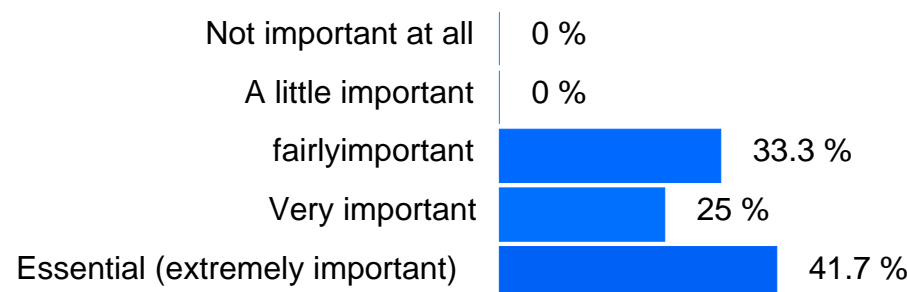**Subscale: Support for Teacher Growth:**

Description: Are leaders interested in professional development and instruction? Are teachers held to high standards and supported in reaching those standards?

Your Rating: 68.5

Q3.5 I receive recognition when I have been doing a good job. (14 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	21.4 %
Strongly agree	78.6 %

Q3.6_1 At your school, how important are the following to your development as a teacher... - individually seeking opportunities for growth in your teaching (such as reading research, attending seminars, taking classes, etc.)? (12 responses)

Not important at all	0 %
A little important	0 %
fairlyimportant	33.3 %
Very important	25 %
Essential (extremely important)	41.7 %

Q3.6_2 At your school, how important are the following to your development as a teacher... - engaging in informal dialogue with your colleagues on how to improve your teaching? (12 responses)

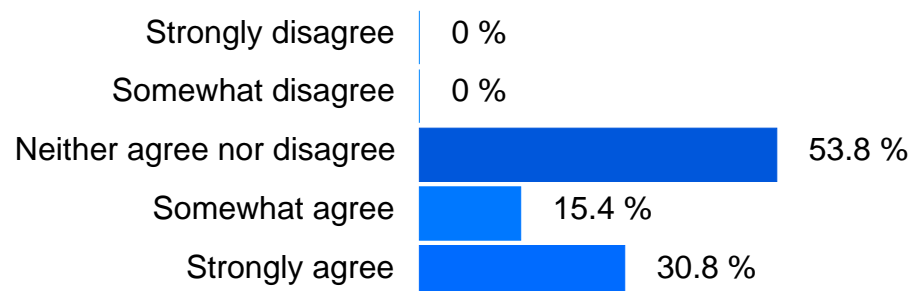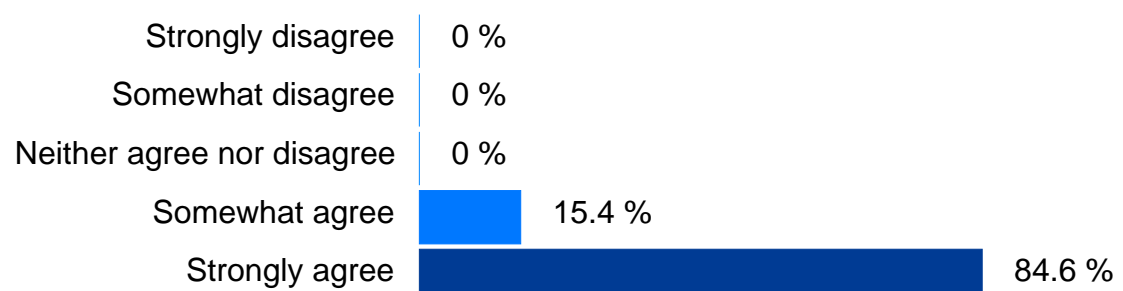|	
Never	0 %
Rarely	0 %
Sometimes	25 %
Often	41.7 %
Almost always	33.3 %
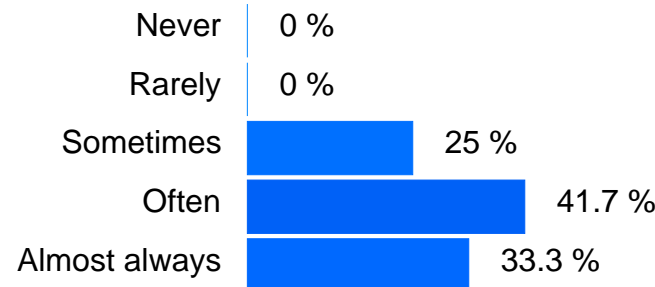
Q3.6_3 At your school, how important are the following to your development as a teacher... - participating in peer mentoring/observation/coaching, as part of a formal school arrangement? (11 responses)

Never	0 %
Rarely	9.1 %
Sometimes	54.5 %
Often	18.2 %
Almost always	18.2 %
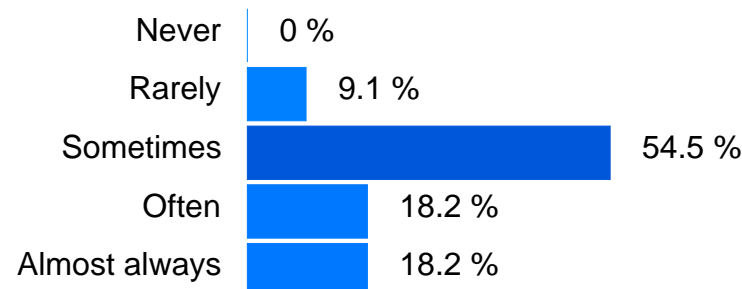
Q3.11 The principal works with ineffective teachers to help them improve. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	53.8 %
Somewhat agree	15.4 %
Strongly agree	30.8 %

Q3.12 The principal creates a climate in which teachers are trusted to take risks and innovate in ways that are right for the students. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	0 %
Somewhat agree	15.4 %
Strongly agree	84.6 %

Q3.13 The principal expects teachers to use what they've learned in professional development at the school. (13 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	23.1 %
Somewhat agree	30.8 %
Strongly agree	46.2 %
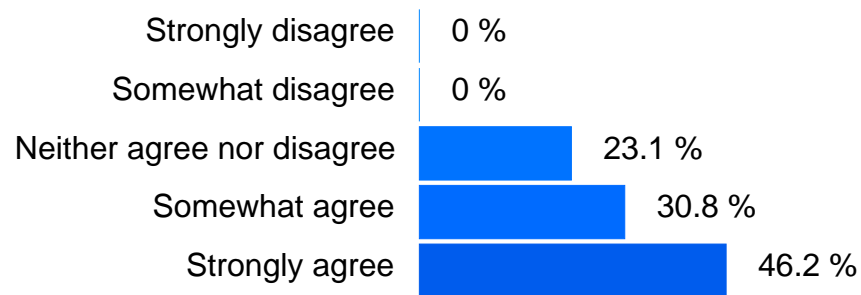
Q3.15 The principal takes a personal interest in the professional development of teachers. (14 responses)
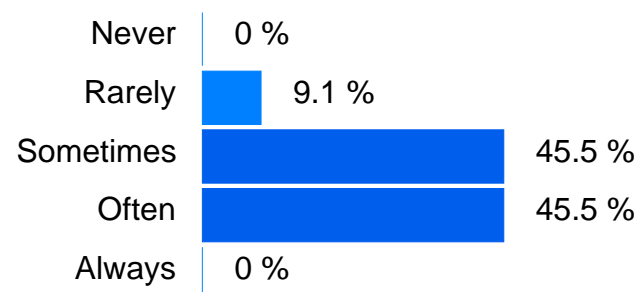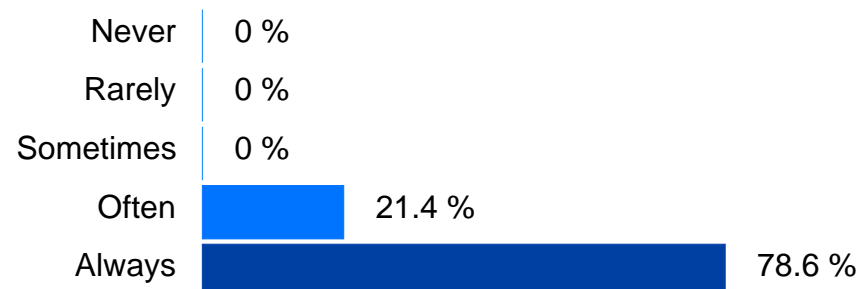
Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	7.1 %
Somewhat agree	28.6 %
Strongly agree	64.3 %
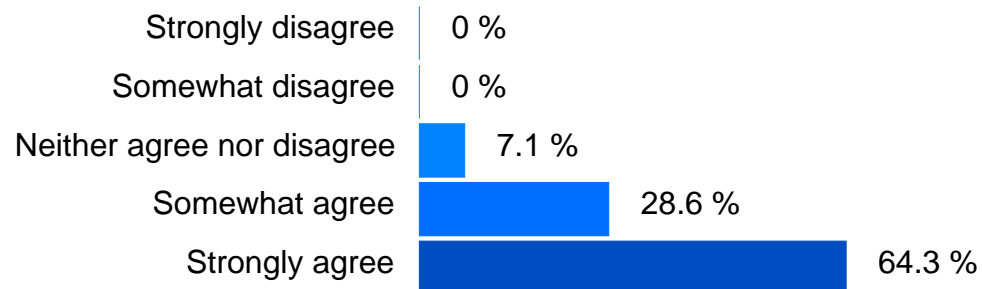
Q3.16_1 How often does the principal... - participate in instructional planning with teams of teachers? (11 responses)

Never	0 %
Rarely	9.1 %
Sometimes	45.5 %
Often	45.5 %
Always	0 %

Q3.16_2 How often does the principal.. praise teachers who perform well? (14 responses)

Never	0 %
Rarely	0 %
Sometimes	0 %
Often	21.4 %
Always	78.6 %

Q3.20 In this school, teachers have a "can do" attitude (e.g., they are open to new ideas and optimistic about solving problems at school).n (14 responses)

Strongly disagree	0 %
Somewhat disagree	0 %
Neither agree nor disagree	7.1 %
Somewhat agree	14.3 %
Strongly agree	78.6 %
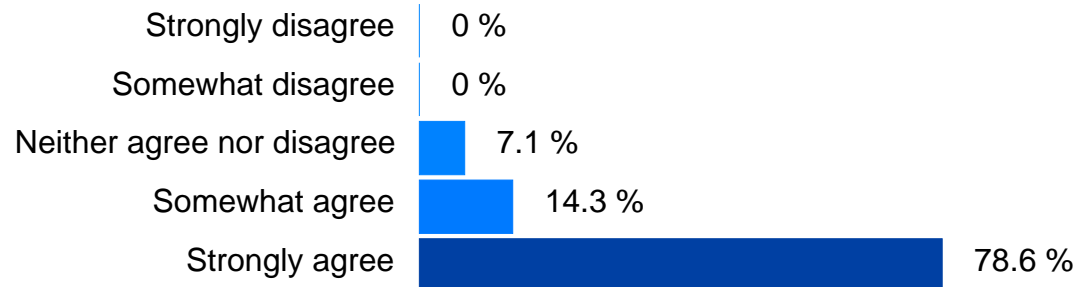
TEACHERS

WEAKNESS 3

Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?

Subscale: Personal Relationships:

Description: Do students and teachers cultivate relationships where they feel comfortable discussing personal and sensitive topics?

Your Rating: 72.7

Q7.19_1 About how often do one or more of your students talk with you about... - their friends or families? (12 responses)

Never	0 %
Rarely	0 %
Sometimes	25 %
Often	16.7 %
All the time	58.3 %

Q7.19_2 About how often do one or more of your students talk with you about... - future plans? (11 responses)

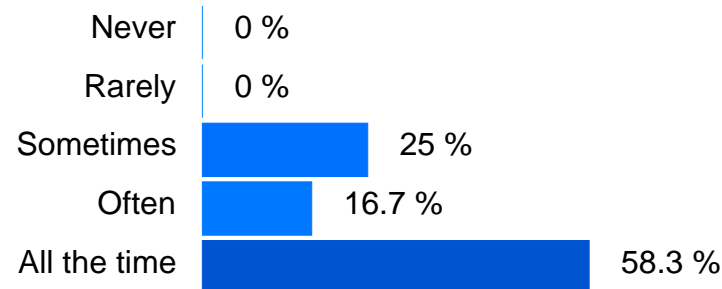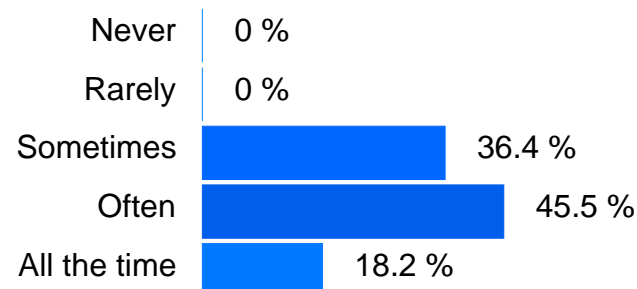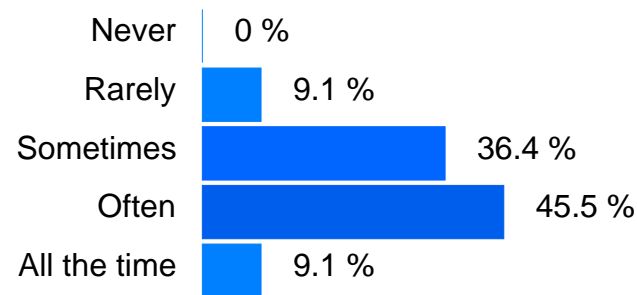|	
Never	0 %
Rarely	0 %
Sometimes	36.4 %
Often	45.5 %
All the time	18.2 %

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Q7.19_3 About how often do one or more of your students talk with you about... - personal issues? (11 responses)

Response	Percentage
Never	0 %
Rarely	9.1 %
Sometimes	36.4 %
Often	45.5 %
All the time	9.1 %

PARENTS

WEAKNESS 1

During our analysis we found some areas where St Mary Catholic School (Hagerstown)'s performance was weaker; they are as follows:
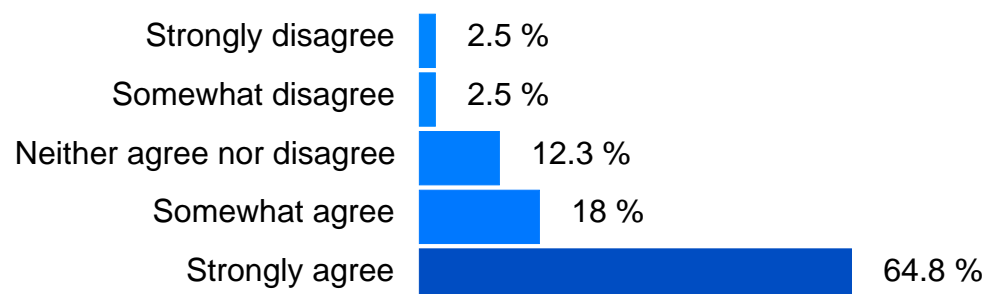
Domain: Communality (COM): Do the members of the school community experience the school as a positive community in which they are engaged, known, and supported?
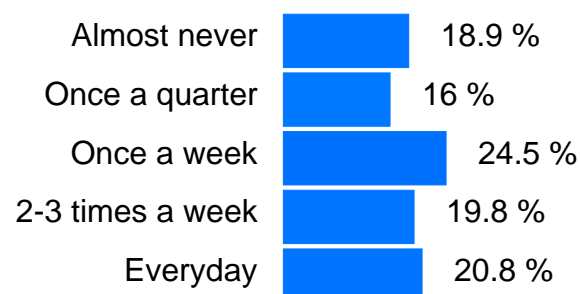
Subscale: Wider Community Engagement:

Description: What does teacher contact with parents look like? Does the school value and welcome outside input?

Your Rating: 66.9

Q3.2_5 The principal at this school... - builds and sustains positive relationships with families and caregivers. (122 responses)

Response	Percentage
Strongly disagree	2.5 %
Somewhat disagree	2.5 %
Neither agree nor disagree	12.3 %
Somewhat agree	18 %
Strongly agree	64.8 %

Q6.6_1 About how often does the school communicate with you about... - upcoming topics in class? (106 responses)

Response	Percentage
Almost never	18.9 %
Once a quarter	16 %
Once a week	24.5 %
2-3 times a week	19.8 %
Everyday	20.8 %

Q6.6_2 About how often does the school communicate with you about... - your child's behavior? (106 responses)

Almost never	28.3 %
Once a quarter	42.5 %
Once a week	12.3 %
2-3 times a week	2.8 %
Everyday	14.2 %
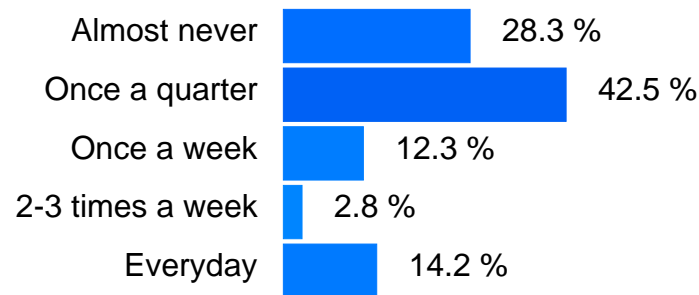
Q6.6_3 About how often does the school communicate with you about... - your child's academic accomplishments? (106 responses)

Almost never	10.4 %
Once a quarter	56.6 %
Once a week	10.4 %
2-3 times a week	11.3 %
Everyday	11.3 %
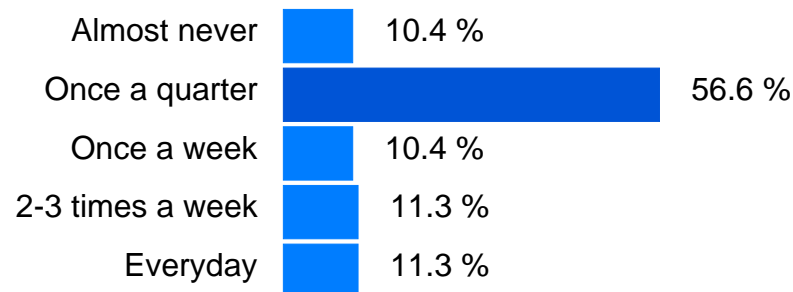
Q6.6_4 About how often does the school communicate with you about... - your child's academic challenges? (103 responses)

Almost never	29.1 %
Once a quarter	49.5 %
Once a week	6.8 %
2-3 times a week	4.9 %
Everyday	9.7 %
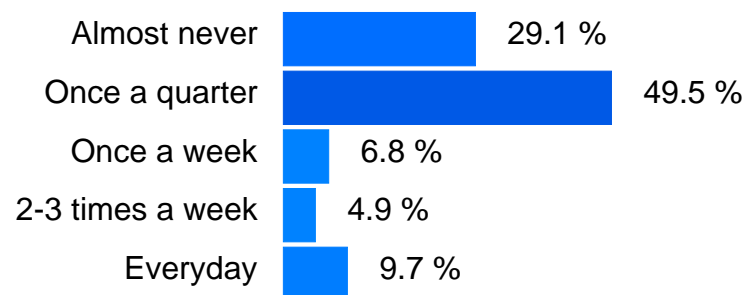
Q6.9_2 Teachers and administrators at this school.... - work hard to build trusting relationships with parent(s)/guardian(s) like me. (105 responses)
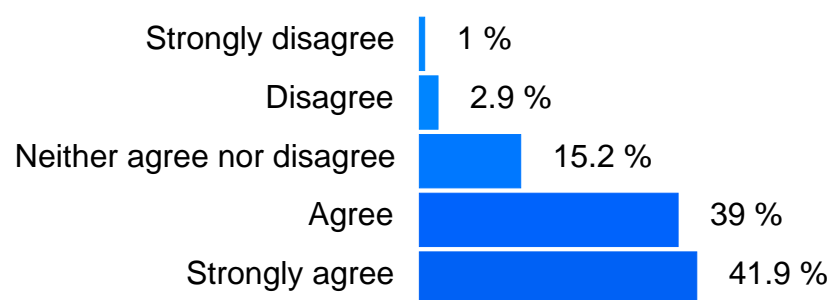
Strongly disagree	1 %
Disagree	2.9 %
Neither agree nor disagree	15.2 %
Agree	39 %
Strongly agree	41.9 %

Q6.11 Teachers at this school encourage my feedback. (106 responses)

Strongly disagree	1.9 %
Somewhat disagree	2.8 %
Neither agree nor disagree	24.5 %
Somewhat agree	26.4 %
Strongly agree	44.3 %
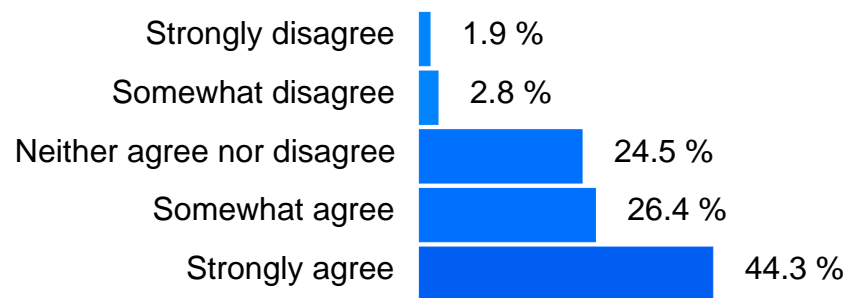
Q6.13 Teachers and parent(s)/guardian(s) have common expectations for student performance. (103 responses)

Strongly disagree	0 %
Somewhat disagree	4.9 %
Neither agree nor disagree	8.7 %
Somewhat agree	39.8 %
Strongly agree	46.6 %
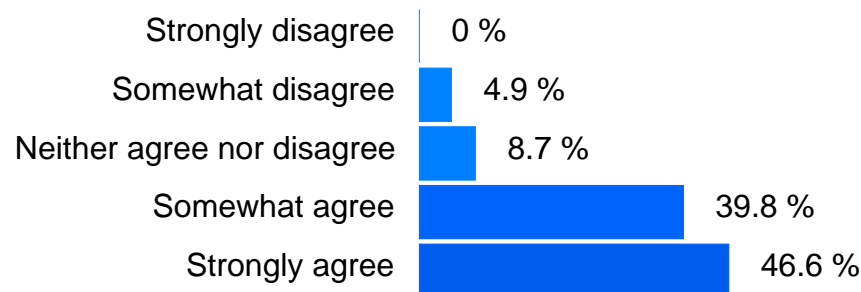
Q6.14 At this school, I trust teachers' professional judgments. (108 responses)

Strongly disagree	0 %
Somewhat disagree	3.7 %
Neither agree nor disagree	9.3 %
Somewhat agree	38 %
Strongly agree	49.1 %
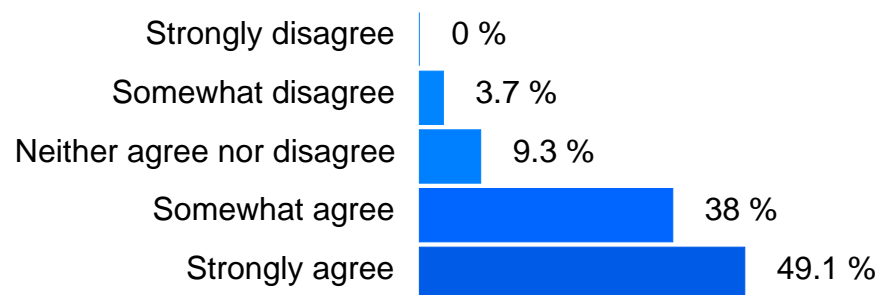
Q6.15 This school regularly communicates with me about how I can help my child learn. (108 responses)
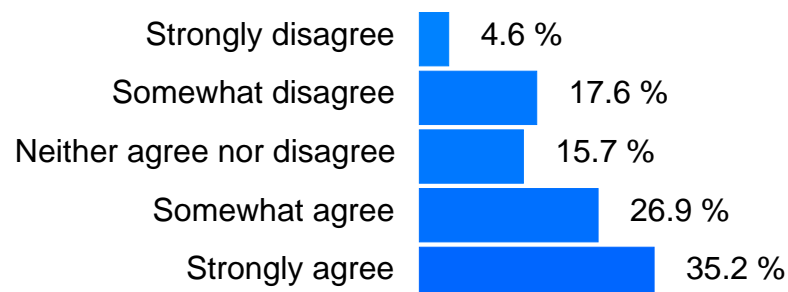
Strongly disagree	4.6 %
Somewhat disagree	17.6 %
Neither agree nor disagree	15.7 %
Somewhat agree	26.9 %
Strongly agree	35.2 %

Q6.19 I understand the grades, reports, or feedback I receive about my child. (107 responses)

Strongly disagree	0 %
Somewhat disagree	2.8 %
Neither agree nor disagree	6.5 %
Somewhat agree	25.2 %
Strongly agree	65.4 %
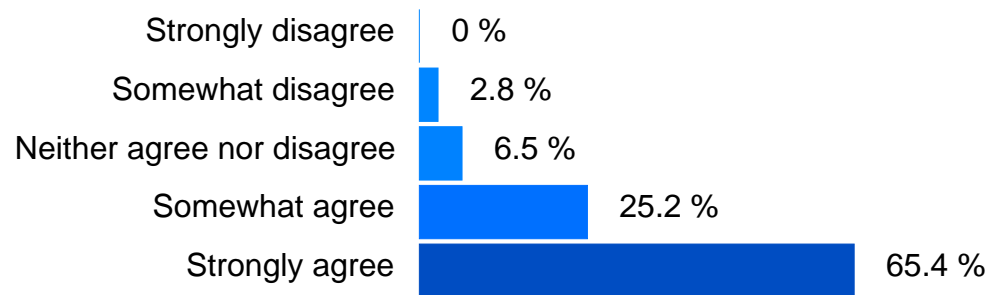
Q6.20 I am included in decisions about my child's education. (106 responses)

Strongly disagree	0.9 %
Somewhat disagree	7.5 %
Neither agree nor disagree	18.9 %
Somewhat agree	29.2 %
Strongly agree	43.4 %
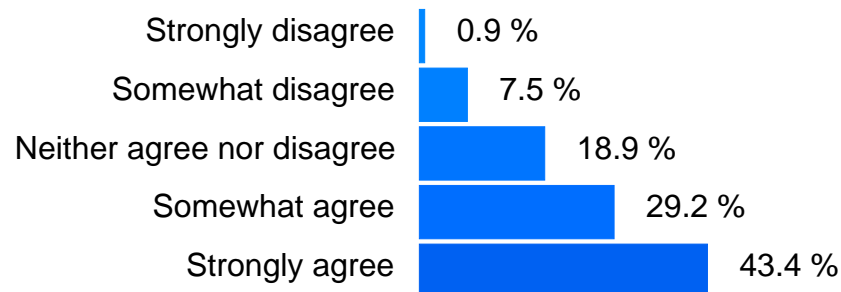
Q6.21_1 Parent organizations (such as a PTA)... - are involved in decision-making at the school. (95 responses)

Strongly disagree	2.1 %
Somewhat disagree	0 %
Neither agree nor disagree	35.8 %
Somewhat agree	35.8 %
Strongly agree	26.3 %
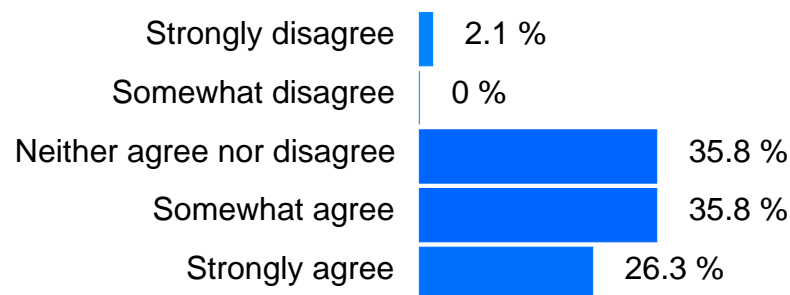
Q6.21_2 Parent organizations (such as a PTA)... - have helped spur improvements in the school. (94 responses)
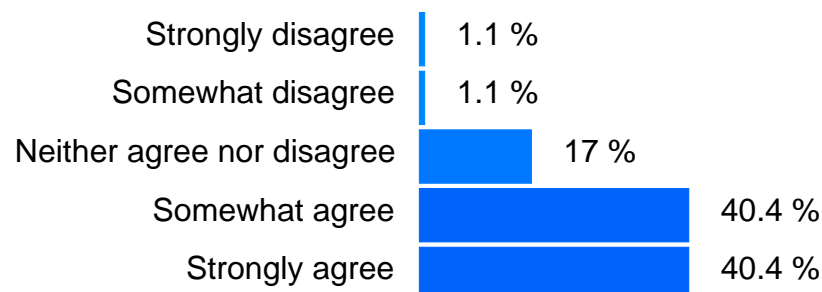
Strongly disagree	1.1 %
Somewhat disagree	1.1 %
Neither agree nor disagree	17 %
Somewhat agree	40.4 %
Strongly agree	40.4 %

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Q6.22 Parent organizations (such as a PTA)...function as more than a social group. (95 responses)

Strongly disagree	2.1 %
Somewhat disagree	10.5 %
Neither agree nor disagree	24.2 %
Somewhat agree	18.9 %
Strongly agree	44.2 %
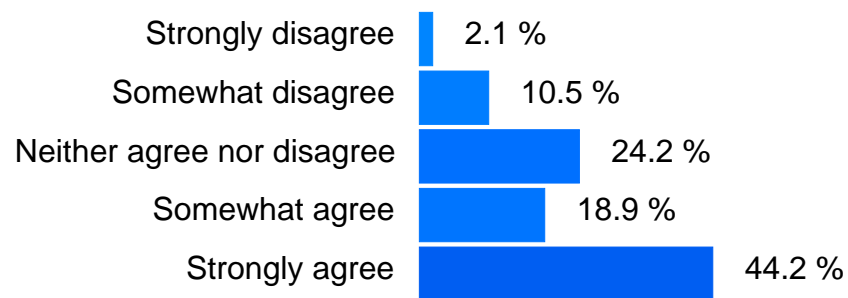
Q6.23 I feel respected by my child's teachers. (107 responses)

Strongly disagree	0.9 %
Somewhat disagree	1.9 %
Neither agree nor disagree	8.4 %
Somewhat agree	24.3 %
Strongly agree	64.5 %
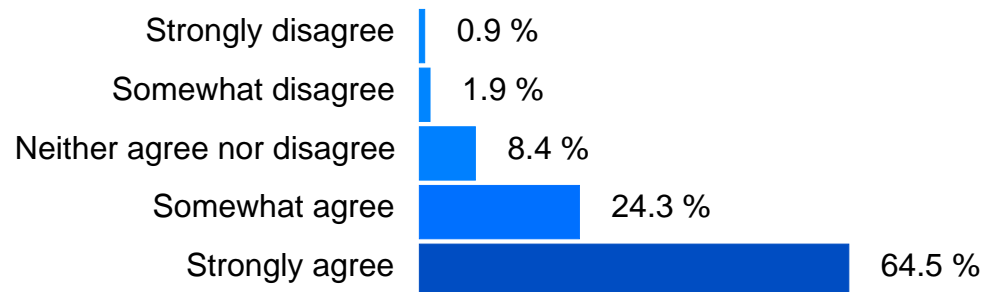
Q6.25 How often do parent(s)/guardian(s) visit classrooms/the school? (104 responses)

Never	29.8 %
Rarely	26.9 %
Sometimes	29.8 %
Often	7.7 %
Frequently	5.8 %
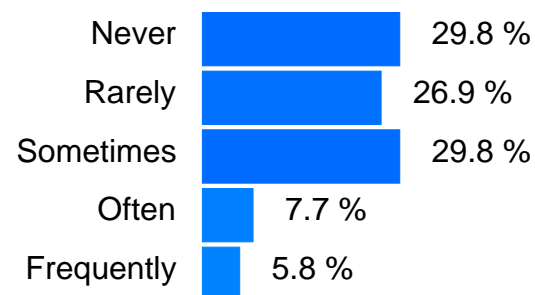
PARENTS

WEAKNESS 2

Domain: Academic Emphasis and Excellence (AEE): Does the school consistently challenge students intellectually and support them in high performance?

Subscale: Standards for Success:

Description: Are all students taught at high levels? What are teachers' beliefs about student abilities? What are student norms and beliefs around academic achievement?

Your Rating: 69.2

Q2.2 How many parent(s)/guardian(s) in this school community encourage their children to work hard in school? (123 responses)

Response	Percentage
Almost none	0 %
Some	0 %
About half	4.1 %
Most	48 %
Almost all	48 %
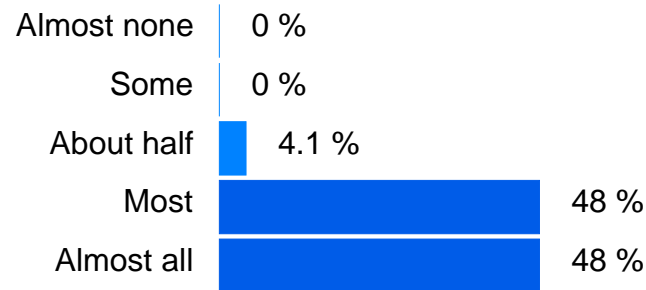
Q2.3_1 How challenged does your child feel in the following subjects (on a scale from under-challenged to excessively challenged): - English (Language Arts, Reading, or Writing) (121 responses)

Response	Percentage
Under-Challenged	2.5 %
Somewhat under-challenged	9.1 %
Adequately challenged	41.3 %
Somewhat over-challenged	31.4 %
Excessively challenged	15.7 %
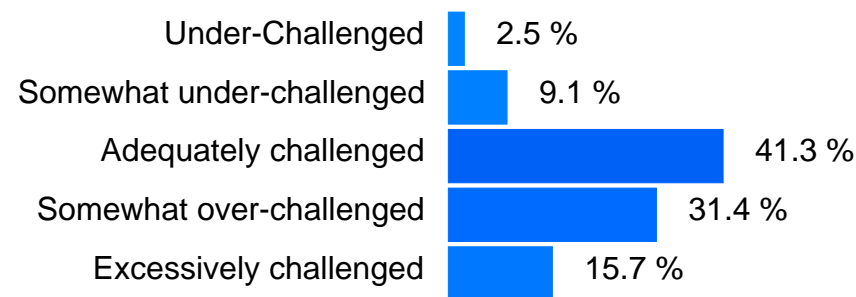
Q2.3_2 How challenged does your child feel in the following subjects (on a scale from under-challenged to excessively challenged): - Math (121 responses)

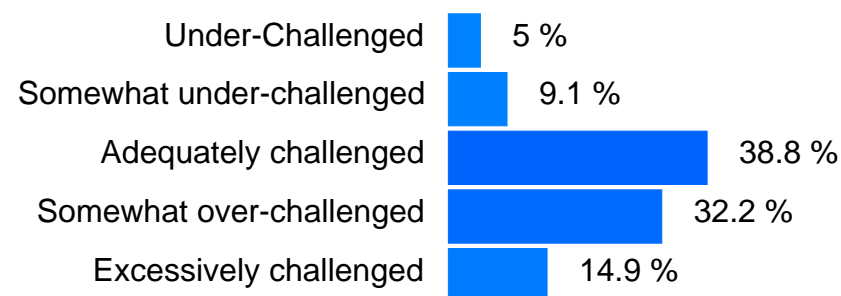| Response	Percentage
Under-Challenged	5 %
Somewhat under-challenged	9.1 %
Adequately challenged	38.8 %
Somewhat over-challenged	32.2 %
Excessively challenged	14.9 %

Q2.3_3 How challenged does your child feel in the following subjects (on a scale from under-challenged to excessively challenged): - Science (121 responses)

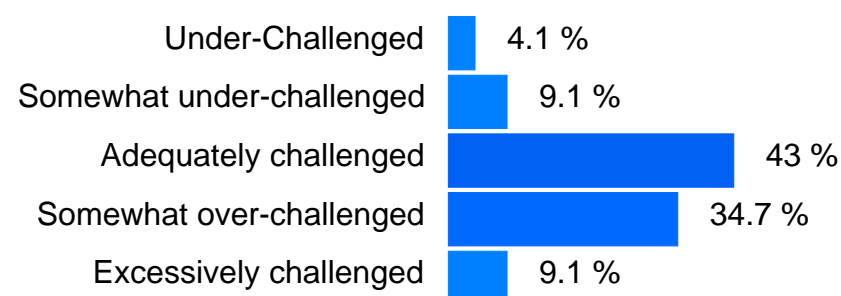| Response	Percentage
Under-Challenged	4.1 %
Somewhat under-challenged	9.1 %
Adequately challenged	43 %
Somewhat over-challenged	34.7 %
Excessively challenged	9.1 %

Q2.3_4 How challenged does your child feel in the following subjects (on a scale from under-challenged to excessively challenged): - Social Studies (or History) (121 responses)

Under-Challenged	3.3 %
Somewhat under-challenged	8.3 %
Adequately challenged	42.1 %
Somewhat over-challenged	32.2 %
Excessively challenged	14 %
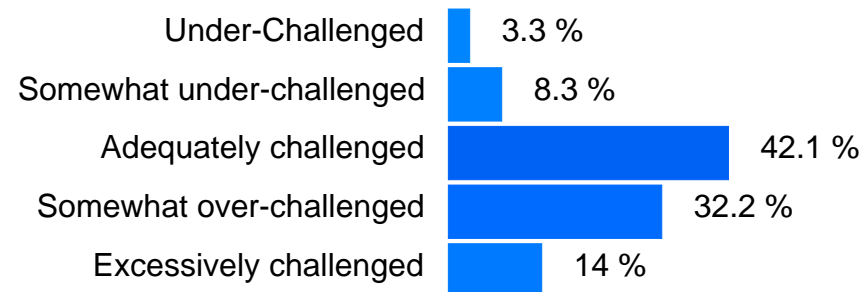
Q2.5_2 How much do you agree with the following statements about this school? This school... - both sets and also communicates a high standard for academic performance. (121 responses)

Strongly disagree	5.8 %
Somewhat disagree	1.7 %
Neither agree nor disagree	5.8 %
Somewhat agree	15.7 %
Strongly agree	71.1 %
NA	0 %
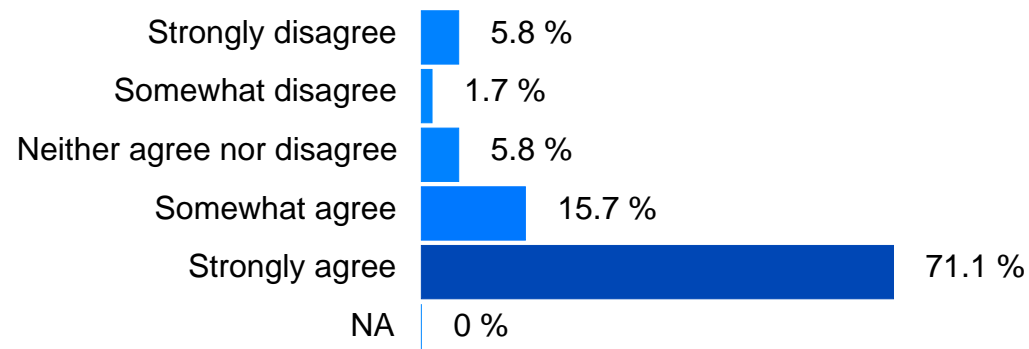
PARENTS

WEAKNESS 3

Domain: Holistic Development (HD): Does the school support students' civic and socio-emotional development?

Subscale: Civic Formation:

Description: How do teachers talk about government? Do students feel comfortable discussing difficult topics? Is community service honored?

Your Rating: 70.4

Q4.1_1 In your opinion, how important is it for teachers at your child's school to... - encourage students to engage in discussions of public importance? (118 responses)
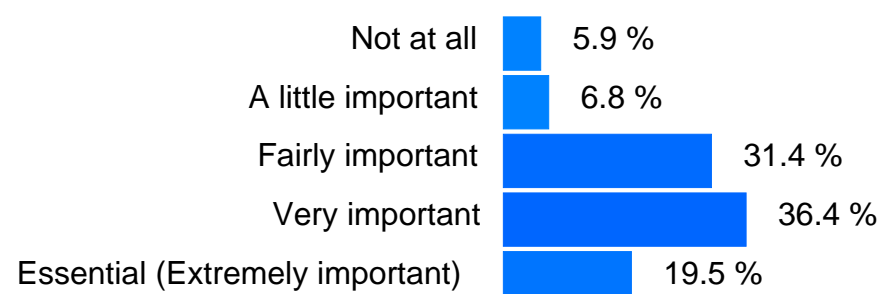
Not at all	5.9 %
A little important	6.8 %
Fairly important	31.4 %
Very important	36.4 %
Essential (Extremely important)	19.5 %

Q4.1_2 In your opinion, how important is it for teachers at your child's school to... - create opportunities for students to develop their own opinions about controversial topics? (118 responses)

Not at all	7.6 %
A little important	10.2 %
Fairly important	17.8 %
Very important	41.5 %
Essential (Extremely important)	22.9 %
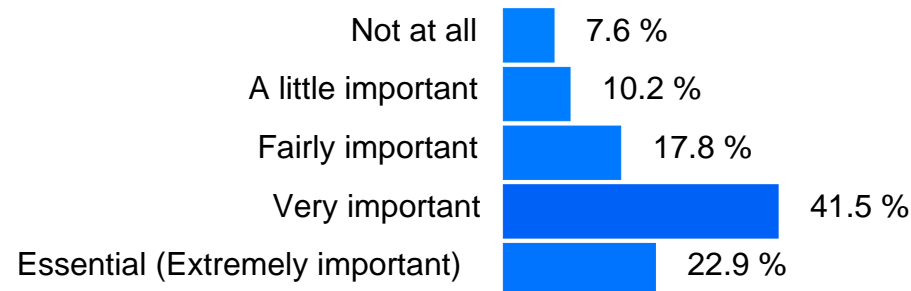
Q4.1_3 In your opinion, how important is it for teachers at your child's school to... - instruct students on civics and how to be a good citizen? (118 responses)
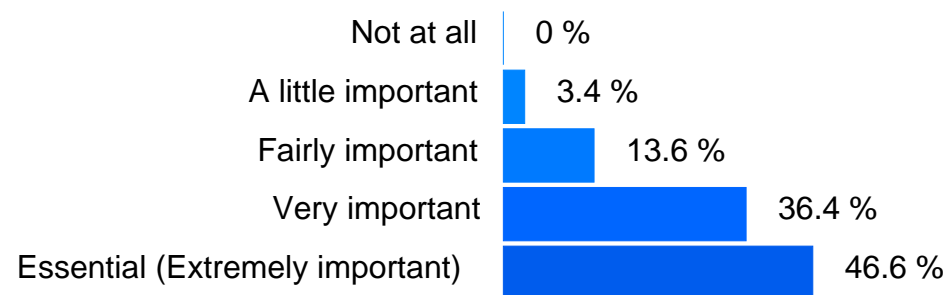
Not at all	0 %
A little important	3.4 %
Fairly important	13.6 %
Very important	36.4 %
Essential (Extremely important)	46.6 %

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GRADE LEVEL SCHOOL CULTURE RATINGS

Grade	Students	Administrators	Teachers	Parents	Overall
PK	0	76.6	70.4	86.0	77.1
K	0	0	73.0	0	74.0
1	0	0	80.4	74.4	79.4
2	0	76.6	78.9	70.3	76.6
3	0	76.6	78.9	81.8	80.2
4	0	76.6	79.6	74.9	78.2
5	0	76.6	78.7	79.8	79.1
6	78.4	76.6	84.2	79.6	80.3
7	63.5	76.6	84.2	76.4	75.7
8	62.5	76.6	84.2	71.9	74.6
9	0	76.6	0	0	76.0
10	0	0	0	0	0
11	0	0	0	0	0
12	0	0	0	0	0
Post-12th	0	0	0	0	0
all	68.2	76.6	84.0	77.3	77.1

ETHNICITY DEMOGRAPHICS

Students

Ethnicity	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
African American	0	0	0	0	0	0	0
Asian	3	66.6	56.6	60.6	60.3	64.2	61.8
Hispanic	3	75	65	65.3	61.6	59.5	64.3
Native American	0	0	0	0	0	0	0
White	20	68.0	78.2	71.7	68.1	62.5	68.8
Multiple Race	6	69.7	61.6	59.8	52.3	60.5	59.4
Other	2	61.4	92.5	70.6	62.5	64.8	67.4
Prefer not to say	11	73.4	78.7	74.5	75.9	75.4	75.1

Teachers

Ethnicity	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
African American	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0
Native American	0	0	0	0	0	0	0
White	13	81.4	82.7	82.3	86.5	87.2	83.9
Multiple Race	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Prefer not to say	1	91.1	87	79.2	84.1	93.7	85.3

Parents

Ethnicity	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
African American	7	58.4	74.2	60	67.1	56.5	63.8
Asian	6	78.3	91.0	78.7	83.8	82.8	82.6
Hispanic	5	75	87.9	77.5	83.4	82.4	81.3
Native American	0	0	0	0	0	0	0
White	94	71.1	87.9	71.7	78.9	78.0	76.9
Multiple Race	8	79.1	94.7	82.5	82.8	85.3	84.4
Other	1	72.2	94.2	86.4	78.7	100	85.8
Prefer not to say	6	74.5	84.2	74.9	77.3	78.3	77.3

GENDER DEMOGRAPHICS

Students

Gender	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
Male	20	69.3	68.5	71.1	68.1	65.9	69.0
Female	25	69.8	79.2	68.3	65.5	64.9	67.6
Other	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0

Admins

Gender	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
Male	0	0	0	0	0	0	0
Female	1	80	87.5	72	88.4	58.3	76.6
Other	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0

Teachers

Gender	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
Male	0	0	0	0	0	0	0
Female	14	82.1	83.0	82.0	86.3	87.7	84.0
Other	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0

Parents

Gender	Responses	Academics	Administration	Communality	Holistic	Org Identity	Overall
Male	39	68.8	87.9	71.4	78.3	80.5	76.7
Female	84	72.9	88.0	73.7	79.5	77.4	77.9
Other	1	67.5	94.2	67.2	85.7	67.5	76.2
Prefer not to say	3	76.6	75.6	67.1	67.8	72.5	70.4