

Staff Climate Survey 2022–2023 Central Office Results

MCPS District-Level Results (1326 Returned: 28%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	4.1	20.0	28.9	46.9	1308
2. How connected do you feel to other adults at your office?	4.1	29.0	40.9	26.0	1313
3. How well do your colleagues at your office understand you as a person?	4.6	27.6	42.4	25.3	1313
4. How respectful are the relationships between staff?	2.5	18.6	41.1	37.7	1322
5. Overall, how positive is the working environment at your office?	6.5	20.8	41.3	31.4	1312
6. How supportive are staff in their interactions with each other?	2.0	20.5	39.2	38.3	1316
7. How positive is the tone that office leaders set for the culture of the office?	7.9	21.3	32.8	38.0	1316
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	12.3	24.7	37.5	25.5	1304
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	13.8	33.2	30.3	22.7	1286
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	9.2	30.6	42.2	18.0	1284
17. Overall, how positive is the working environment at your office?	7.4	22.2	39.6	30.7	1309
20. How safe do you feel in your office?	2.8	14.9	35.8	46.5	1305
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	23.6	30.6	28.0	17.9	1295
10. During the past week, how often did you feel excited about work?	12.1	30.0	34.4	23.5	1307
11. During the past week, how often did you feel hopeful about work?	11.0	31.5	34.4	23.1	1295
12. During the past week, how often did you feel safe at work?	2.4	12.7	31.0	53.8	1312
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	26.2	37.7	22.9	13.2	1303
16. How often do you receive feedback on your work?	14.3	36.5	33.8	15.4	1304
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	16.3	31.0	33.1	19.6	1290
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	20.9	28.3	28.9	21.9	1279

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief of Staff (26 Returned: 47%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	7.7	19.2	38.5	34.6	26
2. How connected do you feel to other adults at your office?	3.8	30.8	50.0	15.4	26
3. How well do your colleagues at your office understand you as a person?	3.8	19.2	69.2	7.7	26
4. How respectful are the relationships between staff?	11.5	7.7	53.8	26.9	26
5. Overall, how positive is the working environment at your office?	19.2	19.2	34.6	26.9	26
6. How supportive are staff in their interactions with each other?	3.8	15.4	34.6	46.2	26
7. How positive is the tone that office leaders set for the culture of the office?	26.9	19.2	30.8	23.1	26
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	11.5	19.2	42.3	26.9	26
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	26.9	23.1	34.6	15.4	26
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	12.0	36.0	44.0	8.0	25
17. Overall, how positive is the working environment at your office?	20.0	28.0	40.0	12.0	25
20. How safe do you feel in your office?	3.8	7.7	50.0	38.5	26
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	26.9	42.3	15.4	15.4	26
10. During the past week, how often did you feel excited about work?	19.2	19.2	42.3	19.2	26
11. During the past week, how often did you feel hopeful about work?	11.5	42.3	19.2	26.9	26
12. During the past week, how often did you feel safe at work?	3.8	11.5	19.2	65.4	26
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	34.6	23.1	23.1	19.2	26
16. How often do you receive feedback on your work?	19.2	46.2	26.9	7.7	26
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	30.8	23.1	26.9	19.2	26
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	38.5	42.3	7.7	11.5	26

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief of Staff

Department of Communications (20 Returned: 45%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	10.0	20.0	40.0	30.0	20
2. How connected do you feel to other adults at your office?	5.0	40.0	40.0	15.0	20
3. How well do your colleagues at your office understand you as a person?	5.0	20.0	70.0	5.0	20
4. How respectful are the relationships between staff?	15.0	10.0	55.0	20.0	20
5. Overall, how positive is the working environment at your office?	25.0	25.0	35.0	15.0	20
6. How supportive are staff in their interactions with each other?	5.0	20.0	30.0	45.0	20
7. How positive is the tone that office leaders set for the culture of the office?	30.0	25.0	30.0	15.0	20
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	15.0	20.0	30.0	35.0	20
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	30.0	25.0	30.0	15.0	20
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	15.8	42.1	31.6	10.5	19
17. Overall, how positive is the working environment at your office?	26.3	31.6	42.1	0.0	19
20. How safe do you feel in your office?	5.0	10.0	55.0	30.0	20
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	35.0	40.0	10.0	15.0	20
10. During the past week, how often did you feel excited about work?	25.0	20.0	40.0	15.0	20
11. During the past week, how often did you feel hopeful about work?	15.0	50.0	10.0	25.0	20
12. During the past week, how often did you feel safe at work?	5.0	10.0	20.0	65.0	20
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	35.0	30.0	20.0	15.0	20
16. How often do you receive feedback on your work?	20.0	50.0	20.0	10.0	20
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	40.0	25.0	20.0	15.0	20
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	45.0	50.0	0.0	5.0	20

Staff Climate Survey 2022–2023 Central Office Results

Office of School Support and Well-Being (236 Returned: 36%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	2.6	22.6	33.8	41.0	234
2. How connected do you feel to other adults at your office?	4.7	35.5	40.2	19.7	234
3. How well do your colleagues at your office understand you as a person?	2.6	32.5	48.3	16.7	234
4. How respectful are the relationships between staff?	0.9	18.3	45.1	35.7	235
5. Overall, how positive is the working environment at your office?	3.0	22.3	50.2	24.5	233
6. How supportive are staff in their interactions with each other?	0.9	20.4	43.0	35.7	235
7. How positive is the tone that office leaders set for the culture of the office?	2.6	24.0	36.1	37.3	233
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	3.0	20.1	43.6	33.3	234
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	7.3	33.0	30.9	28.8	233
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	3.0	27.2	48.7	21.1	232
17. Overall, how positive is the working environment at your office?	4.3	24.3	46.8	24.7	235
20. How safe do you feel in your office?	0.9	15.5	40.3	43.3	233
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	1.7	21.6	39.0	37.7	231
10. During the past week, how often did you feel excited about work?	12.8	34.5	35.3	17.4	235
11. During the past week, how often did you feel hopeful about work?	8.5	38.3	34.9	18.3	235
12. During the past week, how often did you feel safe at work?	2.1	11.4	34.3	52.1	236
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	9.8	42.1	29.8	18.3	235
16. How often do you receive feedback on your work?	12.4	41.2	37.3	9.0	233
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	10.4	34.3	37.4	17.8	230
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	13.4	29.7	35.8	21.1	232

Staff Climate Survey 2022–2023 Central Office Results

Office of School Support and Well-Being

School Support and Well-Being (80 Returned: 30%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	1.3	15.2	36.7	46.8	79
2. How connected do you feel to other adults at your office?	1.3	31.6	51.9	15.2	79
3. How well do your colleagues at your office understand you as a person?	1.3	32.9	50.6	15.2	79
4. How respectful are the relationships between staff?	0.0	13.8	60.0	26.3	80
5. Overall, how positive is the working environment at your office?	1.3	19.2	59.0	20.5	78
6. How supportive are staff in their interactions with each other?	0.0	18.8	56.3	25.0	80
7. How positive is the tone that office leaders set for the culture of the office?	1.3	19.0	38.0	41.8	79
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	2.6	15.4	53.8	28.2	78
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	6.4	33.3	26.9	33.3	78
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	2.5	24.1	53.2	20.3	79
17. Overall, how positive is the working environment at your office?	2.5	22.5	55.0	20.0	80
20. How safe do you feel in your office?	0.0	16.7	41.0	42.3	78
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	2.6	17.9	46.2	33.3	78
10. During the past week, how often did you feel excited about work?	7.6	32.9	40.5	19.0	79
11. During the past week, how often did you feel hopeful about work?	6.3	33.8	41.3	18.8	80
12. During the past week, how often did you feel safe at work?	1.3	15.0	41.3	42.5	80
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	11.3	35.0	37.5	16.3	80
16. How often do you receive feedback on your work?	8.9	40.5	43.0	7.6	79
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	10.3	28.2	42.3	19.2	78
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	12.7	27.8	34.2	25.3	79

Staff Climate Survey 2022–2023 Central Office Results

Office of School Support and Well-Being

Well-Being, Learning, and Achievement (69 Returned: 43%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	1.5	29.4	35.3	33.8	68
2. How connected do you feel to other adults at your office?	10.1	49.3	26.1	14.5	69
3. How well do your colleagues at your office understand you as a person?	2.9	30.9	51.5	14.7	68
4. How respectful are the relationships between staff?	1.4	13.0	46.4	39.1	69
5. Overall, how positive is the working environment at your office?	2.9	25.0	48.5	23.5	68
6. How supportive are staff in their interactions with each other?	1.5	14.7	50.0	33.8	68
7. How positive is the tone that office leaders set for the culture of the office?	2.9	23.2	39.1	34.8	69
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	4.3	17.4	46.4	31.9	69
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	7.2	31.9	34.8	26.1	69
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	0.0	32.4	47.1	20.6	68
17. Overall, how positive is the working environment at your office?	4.3	26.1	46.4	23.2	69
20. How safe do you feel in your office?	1.4	10.1	39.1	49.3	69
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	1.5	23.5	38.2	36.8	68
10. During the past week, how often did you feel excited about work?	20.3	36.2	27.5	15.9	69
11. During the past week, how often did you feel hopeful about work?	13.2	47.1	26.5	13.2	68
12. During the past week, how often did you feel safe at work?	1.4	7.2	27.5	63.8	69
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	5.8	43.5	34.8	15.9	69
16. How often do you receive feedback on your work?	11.8	51.5	29.4	7.4	68
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	7.4	32.4	48.5	11.8	68
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	16.2	38.2	33.8	11.8	68

Staff Climate Survey 2022–2023 Central Office Results

Office of School Support and Well-Being

Division of Title I and Early Childhood Programs and Services (39 Returned: 23%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	2.6	25.6	38.5	33.3	39
2. How connected do you feel to other adults at your office?	2.6	36.8	36.8	23.7	38
3. How well do your colleagues at your office understand you as a person?	2.6	35.9	41.0	20.5	39
4. How respectful are the relationships between staff?	0.0	33.3	38.5	28.2	39
5. Overall, how positive is the working environment at your office?	5.1	30.8	48.7	15.4	39
6. How supportive are staff in their interactions with each other?	0.0	33.3	33.3	33.3	39
7. How positive is the tone that office leaders set for the culture of the office?	0.0	43.2	35.1	21.6	37
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	2.6	41.0	28.2	28.2	39
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	2.6	38.5	33.3	25.6	39
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	7.9	28.9	50.0	13.2	38
17. Overall, how positive is the working environment at your office?	2.6	35.9	43.6	17.9	39
20. How safe do you feel in your office?	0.0	15.4	53.8	30.8	39
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	0.0	21.6	37.8	40.5	37
10. During the past week, how often did you feel excited about work?	12.8	43.6	30.8	12.8	39
11. During the past week, how often did you feel hopeful about work?	7.7	38.5	35.9	17.9	39
12. During the past week, how often did you feel safe at work?	0.0	7.7	51.3	41.0	39
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	12.8	53.8	25.6	7.7	39
16. How often do you receive feedback on your work?	17.9	35.9	41.0	5.1	39
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	10.5	52.6	26.3	10.5	38
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	7.7	35.9	41.0	15.4	39

Staff Climate Survey 2022–2023 Central Office Results

Office of Strategic Initiatives (118 Returned: 46%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	2.5	20.3	31.4	45.8	118
2. How connected do you feel to other adults at your office?	5.1	24.6	43.2	27.1	118
3. How well do your colleagues at your office understand you as a person?	4.3	30.2	40.5	25.0	116
4. How respectful are the relationships between staff?	1.7	17.8	34.7	45.8	118
5. Overall, how positive is the working environment at your office?	10.3	17.1	36.8	35.9	117
6. How supportive are staff in their interactions with each other?	1.7	14.5	37.6	46.2	117
7. How positive is the tone that office leaders set for the culture of the office?	10.4	16.5	33.0	40.0	115
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	12.2	36.5	30.4	20.9	115
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	19.5	41.6	25.7	13.3	113
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	6.2	40.7	37.2	15.9	113
17. Overall, how positive is the working environment at your office?	10.3	17.1	37.6	35.0	117
20. How safe do you feel in your office?	1.7	13.7	35.0	49.6	117
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	32.5	34.2	22.8	10.5	114
10. During the past week, how often did you feel excited about work?	14.9	28.1	36.8	20.2	114
11. During the past week, how often did you feel hopeful about work?	12.3	28.1	42.1	17.5	114
12. During the past week, how often did you feel safe at work?	1.7	12.8	24.8	60.7	117
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	33.0	44.3	13.0	9.6	115
16. How often do you receive feedback on your work?	11.2	31.9	37.9	19.0	116
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	16.8	38.1	25.7	19.5	113
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	20.4	21.2	29.2	29.2	113

Staff Climate Survey 2022–2023 Central Office Results

Office of Strategic Initiatives

Technology (87 Returned: 41%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	3.4	17.2	27.6	51.7	87
2. How connected do you feel to other adults at your office?	5.7	23.0	46.0	25.3	87
3. How well do your colleagues at your office understand you as a person?	4.7	30.6	38.8	25.9	85
4. How respectful are the relationships between staff?	2.3	13.8	37.9	46.0	87
5. Overall, how positive is the working environment at your office?	5.8	14.0	38.4	41.9	86
6. How supportive are staff in their interactions with each other?	1.2	14.0	34.9	50.0	86
7. How positive is the tone that office leaders set for the culture of the office?	6.0	15.5	31.0	47.6	84
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	13.1	38.1	28.6	20.2	84
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	20.5	39.8	28.9	10.8	83
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	6.1	35.4	42.7	15.9	82
17. Overall, how positive is the working environment at your office?	5.8	14.0	39.5	40.7	86
20. How safe do you feel in your office?	0.0	10.5	32.6	57.0	86
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	34.5	36.9	20.2	8.3	84
10. During the past week, how often did you feel excited about work?	11.9	26.2	36.9	25.0	84
11. During the past week, how often did you feel hopeful about work?	7.2	26.5	43.4	22.9	83
12. During the past week, how often did you feel safe at work?	0.0	9.3	25.6	65.1	86
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	35.7	42.9	10.7	10.7	84
16. How often do you receive feedback on your work?	10.6	30.6	41.2	17.6	85
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	14.6	37.8	25.6	22.0	82
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	19.5	20.7	28.0	31.7	82

Staff Climate Survey 2022–2023 Central Office Results

Office of Strategic Initiatives

Shared Accountability (23 Returned: 74%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	0.0	34.8	52.2	13.0	23
2. How connected do you feel to other adults at your office?	4.3	34.8	39.1	21.7	23
3. How well do your colleagues at your office understand you as a person?	4.3	34.8	52.2	8.7	23
4. How respectful are the relationships between staff?	0.0	34.8	26.1	39.1	23
5. Overall, how positive is the working environment at your office?	30.4	26.1	39.1	4.3	23
6. How supportive are staff in their interactions with each other?	4.3	17.4	47.8	30.4	23
7. How positive is the tone that office leaders set for the culture of the office?	30.4	17.4	43.5	8.7	23
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	13.0	39.1	39.1	8.7	23
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	22.7	54.5	18.2	4.5	22
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	8.7	69.6	13.0	8.7	23
17. Overall, how positive is the working environment at your office?	30.4	26.1	34.8	8.7	23
20. How safe do you feel in your office?	4.3	26.1	47.8	21.7	23
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	31.8	36.4	31.8	0.0	22
10. During the past week, how often did you feel excited about work?	27.3	36.4	36.4	0.0	22
11. During the past week, how often did you feel hopeful about work?	30.4	39.1	30.4	0.0	23
12. During the past week, how often did you feel safe at work?	4.3	26.1	21.7	47.8	23
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	34.8	52.2	13.0	0.0	23
16. How often do you receive feedback on your work?	17.4	34.8	26.1	21.7	23
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	26.1	43.5	21.7	8.7	23
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	26.1	21.7	26.1	26.1	23

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer (682 Returned: 24%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	4.8	19.5	27.5	48.2	668
2. How connected do you feel to other adults at your office?	3.9	26.6	41.0	28.5	673
3. How well do your colleagues at your office understand you as a person?	4.7	24.9	41.1	29.3	676
4. How respectful are the relationships between staff?	2.6	17.6	40.7	39.0	680
5. Overall, how positive is the working environment at your office?	5.9	19.4	40.1	34.6	674
6. How supportive are staff in their interactions with each other?	2.5	20.7	38.8	37.9	675
7. How positive is the tone that office leaders set for the culture of the office?	8.1	20.9	33.1	37.8	679
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	16.5	25.1	36.2	22.2	666
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	15.8	31.9	29.9	22.4	652
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	11.6	30.8	38.0	19.5	655
17. Overall, how positive is the working environment at your office?	7.0	21.5	38.2	33.3	670
20. How safe do you feel in your office?	2.9	14.6	36.1	46.5	665
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	33.7	34.2	21.5	10.6	661
10. During the past week, how often did you feel excited about work?	10.2	27.2	34.1	28.4	668
11. During the past week, how often did you feel hopeful about work?	10.0	28.2	35.5	26.3	659
12. During the past week, how often did you feel safe at work?	2.1	13.3	32.4	52.2	669
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	33.4	36.0	20.2	10.4	664
16. How often do you receive feedback on your work?	14.6	35.3	32.2	17.9	665
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	16.8	30.2	32.5	20.5	659
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	24.0	28.6	26.0	21.4	650

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer

Department of Facilities Management (72 Returned: 15%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	9.7	26.4	29.2	34.7	72
2. How connected do you feel to other adults at your office?	12.5	37.5	31.9	18.1	72
3. How well do your colleagues at your office understand you as a person?	18.1	29.2	37.5	15.3	72
4. How respectful are the relationships between staff?	6.9	37.5	34.7	20.8	72
5. Overall, how positive is the working environment at your office?	21.1	33.8	29.6	15.5	71
6. How supportive are staff in their interactions with each other?	9.7	34.7	38.9	16.7	72
7. How positive is the tone that office leaders set for the culture of the office?	30.6	29.2	25.0	15.3	72
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	36.1	33.3	20.8	9.7	72
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	40.8	32.4	18.3	8.5	71
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	26.4	34.7	27.8	11.1	72
17. Overall, how positive is the working environment at your office?	25.0	26.4	31.9	16.7	72
20. How safe do you feel in your office?	7.1	30.0	31.4	31.4	70
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	51.4	34.7	11.1	2.8	72
10. During the past week, how often did you feel excited about work?	25.0	37.5	19.4	18.1	72
11. During the past week, how often did you feel hopeful about work?	25.0	40.3	19.4	15.3	72
12. During the past week, how often did you feel safe at work?	6.9	19.4	27.8	45.8	72
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	45.8	36.1	15.3	2.8	72
16. How often do you receive feedback on your work?	28.2	39.4	23.9	8.5	71
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	31.9	33.3	27.8	6.9	72
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	47.9	28.2	15.5	8.5	71

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer

Department of Materials Management (86 Returned: 37%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	5.1	24.1	32.9	38.0	79
2. How connected do you feel to other adults at your office?	3.6	35.7	40.5	20.2	84
3. How well do your colleagues at your office understand you as a person?	5.8	31.4	45.3	17.4	86
4. How respectful are the relationships between staff?	2.3	25.6	44.2	27.9	86
5. Overall, how positive is the working environment at your office?	4.8	21.4	48.8	25.0	84
6. How supportive are staff in their interactions with each other?	2.3	27.9	38.4	31.4	86
7. How positive is the tone that office leaders set for the culture of the office?	9.3	24.4	34.9	31.4	86
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	14.3	29.8	36.9	19.0	84
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	24.7	35.8	30.9	8.6	81
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	18.1	38.6	32.5	10.8	83
17. Overall, how positive is the working environment at your office?	7.1	32.1	35.7	25.0	84
20. How safe do you feel in your office?	3.7	19.5	35.4	41.5	82
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	35.7	41.7	16.7	6.0	84
10. During the past week, how often did you feel excited about work?	9.5	42.9	31.0	16.7	84
11. During the past week, how often did you feel hopeful about work?	9.8	36.6	35.4	18.3	82
12. During the past week, how often did you feel safe at work?	1.2	15.5	31.0	52.4	84
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	38.6	37.3	15.7	8.4	83
16. How often do you receive feedback on your work?	21.4	33.3	32.1	13.1	84
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	14.6	42.7	26.8	15.9	82
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	21.0	39.5	21.0	18.5	81

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer

Department of Systemwide Safety and Emergency Management (11 Returned: 26%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	0.0	18.2	0.0	81.8	11
2. How connected do you feel to other adults at your office?	9.1	0.0	54.5	36.4	11
3. How well do your colleagues at your office understand you as a person?	0.0	36.4	27.3	36.4	11
4. How respectful are the relationships between staff?	9.1	9.1	54.5	27.3	11
5. Overall, how positive is the working environment at your office?	9.1	36.4	45.5	9.1	11
6. How supportive are staff in their interactions with each other?	0.0	27.3	54.5	18.2	11
7. How positive is the tone that office leaders set for the culture of the office?	18.2	36.4	36.4	9.1	11
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	9.1	27.3	27.3	36.4	11
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	0.0	36.4	36.4	27.3	11
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	9.1	27.3	27.3	36.4	11
17. Overall, how positive is the working environment at your office?	18.2	18.2	63.6	0.0	11
20. How safe do you feel in your office?	9.1	9.1	9.1	72.7	11
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	36.4	27.3	27.3	9.1	11
10. During the past week, how often did you feel excited about work?	9.1	27.3	36.4	27.3	11
11. During the past week, how often did you feel hopeful about work?	18.2	27.3	36.4	18.2	11
12. During the past week, how often did you feel safe at work?	9.1	18.2	0.0	72.7	11
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	0.0	63.6	18.2	18.2	11
16. How often do you receive feedback on your work?	9.1	27.3	36.4	27.3	11
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	18.2	18.2	45.5	18.2	11
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	54.5	0.0	36.4	9.1	11

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer

Department of Transportation (376 Returned: 20%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	4.6	16.0	28.2	51.2	369
2. How connected do you feel to other adults at your office?	2.4	21.6	41.4	34.6	370
3. How well do your colleagues at your office understand you as a person?	2.7	19.4	40.6	37.4	372
4. How respectful are the relationships between staff?	1.6	12.8	39.2	46.4	375
5. Overall, how positive is the working environment at your office?	3.2	14.5	39.1	43.2	373
6. How supportive are staff in their interactions with each other?	1.3	17.3	37.7	43.7	371
7. How positive is the tone that office leaders set for the culture of the office?	4.0	18.4	33.4	44.1	374
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	15.7	21.8	38.7	23.8	362
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	10.4	29.6	33.2	26.8	355
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	9.6	25.6	39.7	25.1	355
17. Overall, how positive is the working environment at your office?	4.1	17.2	40.2	38.5	366
20. How safe do you feel in your office?	1.6	11.4	37.3	49.6	367
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	31.0	36.0	24.1	8.9	361
10. During the past week, how often did you feel excited about work?	6.0	19.8	37.1	37.1	364
11. During the past week, how often did you feel hopeful about work?	5.8	22.6	37.9	33.7	359
12. During the past week, how often did you feel safe at work?	1.4	11.2	35.8	51.6	366
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	33.3	32.0	22.9	11.8	363
16. How often do you receive feedback on your work?	11.8	33.1	32.8	22.3	363
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	14.7	25.8	35.5	24.1	361
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	19.6	27.0	29.3	24.1	352

Staff Climate Survey 2022–2023 Central Office Results

OCOO/Department of Transportation

Bethesda Depot (47 Returned: 22%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	6.5	19.6	30.4	43.5	46
2. How connected do you feel to other adults at your office?	2.2	28.3	43.5	26.1	46
3. How well do your colleagues at your office understand you as a person?	4.3	30.4	34.8	30.4	46
4. How respectful are the relationships between staff?	4.3	12.8	46.8	36.2	47
5. Overall, how positive is the working environment at your office?	6.5	26.1	26.1	41.3	46
6. How supportive are staff in their interactions with each other?	2.1	25.5	36.2	36.2	47
7. How positive is the tone that office leaders set for the culture of the office?	10.6	19.1	34.0	36.2	47
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	25.5	17.0	42.6	14.9	47
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	6.8	47.7	20.5	25.0	44
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	17.8	28.9	31.1	22.2	45
17. Overall, how positive is the working environment at your office?	8.5	23.4	34.0	34.0	47
20. How safe do you feel in your office?	4.3	19.6	32.6	43.5	46
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	37.8	44.4	11.1	6.7	45
10. During the past week, how often did you feel excited about work?	6.4	25.5	31.9	36.2	47
11. During the past week, how often did you feel hopeful about work?	11.1	20.0	35.6	33.3	45
12. During the past week, how often did you feel safe at work?	2.2	17.4	30.4	50.0	46
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	40.0	46.7	2.2	11.1	45
16. How often do you receive feedback on your work?	17.4	41.3	19.6	21.7	46
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	28.3	26.1	32.6	13.0	46
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	27.3	40.9	22.7	9.1	44

Staff Climate Survey 2022–2023 Central Office Results

OCOO/Department of Transportation

Clarksburg Depot (38 Returned: 13%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	0.0	15.8	34.2	50.0	38
2. How connected do you feel to other adults at your office?	0.0	24.3	51.4	24.3	37
3. How well do your colleagues at your office understand you as a person?	0.0	16.2	64.9	18.9	37
4. How respectful are the relationships between staff?	0.0	15.8	42.1	42.1	38
5. Overall, how positive is the working environment at your office?	2.6	21.1	44.7	31.6	38
6. How supportive are staff in their interactions with each other?	2.6	26.3	36.8	34.2	38
7. How positive is the tone that office leaders set for the culture of the office?	2.6	23.7	47.4	26.3	38
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	22.2	13.9	36.1	27.8	36
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	14.3	37.1	28.6	20.0	35
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	11.4	31.4	48.6	8.6	35
17. Overall, how positive is the working environment at your office?	5.6	19.4	44.4	30.6	36
20. How safe do you feel in your office?	2.8	11.1	47.2	38.9	36
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	44.4	41.7	13.9	0.0	36
10. During the past week, how often did you feel excited about work?	14.3	28.6	40.0	17.1	35
11. During the past week, how often did you feel hopeful about work?	14.7	29.4	35.3	20.6	34
12. During the past week, how often did you feel safe at work?	2.7	13.5	35.1	48.6	37
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	51.4	25.7	17.1	5.7	35
16. How often do you receive feedback on your work?	8.3	47.2	33.3	11.1	36
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	23.5	29.4	38.2	8.8	34
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	37.5	31.3	15.6	15.6	32

Staff Climate Survey 2022–2023 Central Office Results

OCOO/Department of Transportation

Randolph Depot (122 Returned: 39%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	4.3	8.5	27.4	59.8	117
2. How connected do you feel to other adults at your office?	2.5	15.1	31.9	50.4	119
3. How well do your colleagues at your office understand you as a person?	1.7	13.2	30.6	54.5	121
4. How respectful are the relationships between staff?	0.0	6.6	32.2	61.2	121
5. Overall, how positive is the working environment at your office?	1.7	6.6	35.5	56.2	121
6. How supportive are staff in their interactions with each other?	0.0	6.7	38.7	54.6	119
7. How positive is the tone that office leaders set for the culture of the office?	0.8	11.5	22.1	65.6	122
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	12.7	17.8	39.8	29.7	118
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	6.8	15.4	35.9	41.9	117
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	1.7	15.4	44.4	38.5	117
17. Overall, how positive is the working environment at your office?	0.9	10.3	39.3	49.6	117
20. How safe do you feel in your office?	0.0	5.0	32.8	62.2	119
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	20.2	26.1	36.1	17.6	119
10. During the past week, how often did you feel excited about work?	1.7	17.6	38.7	42.0	119
11. During the past week, how often did you feel hopeful about work?	0.8	18.3	43.3	37.5	120
12. During the past week, how often did you feel safe at work?	0.0	8.4	42.0	49.6	119
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	25.8	19.2	34.2	20.8	120
16. How often do you receive feedback on your work?	7.7	22.2	37.6	32.5	117
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	5.9	13.6	40.7	39.8	118
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	10.5	19.3	33.3	36.8	114

Staff Climate Survey 2022–2023 Central Office Results

OCOO/Department of Transportation

Shady Grove North Depot (57 Returned: 23%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	3.5	24.6	28.1	43.9	57
2. How connected do you feel to other adults at your office?	0.0	35.7	35.7	28.6	56
3. How well do your colleagues at your office understand you as a person?	1.8	22.8	43.9	31.6	57
4. How respectful are the relationships between staff?	0.0	15.8	43.9	40.4	57
5. Overall, how positive is the working environment at your office?	3.5	7.0	54.4	35.1	57
6. How supportive are staff in their interactions with each other?	1.8	22.8	40.4	35.1	57
7. How positive is the tone that office leaders set for the culture of the office?	3.5	19.3	45.6	31.6	57
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	12.5	32.1	35.7	19.6	56
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	9.6	32.7	38.5	19.2	52
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	13.0	25.9	35.2	25.9	54
17. Overall, how positive is the working environment at your office?	3.6	14.3	48.2	33.9	56
20. How safe do you feel in your office?	0.0	14.3	44.6	41.1	56
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	32.7	45.5	16.4	5.5	55
10. During the past week, how often did you feel excited about work?	3.6	19.6	41.1	35.7	56
11. During the past week, how often did you feel hopeful about work?	1.8	23.2	48.2	26.8	56
12. During the past week, how often did you feel safe at work?	1.8	7.3	38.2	52.7	55
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	29.6	42.6	20.4	7.4	54
16. How often do you receive feedback on your work?	12.7	27.3	45.5	14.5	55
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	10.9	34.5	34.5	20.0	55
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	14.8	29.6	38.9	16.7	54

Staff Climate Survey 2022–2023 Central Office Results

OCOO/Department of Transportation
Shady Grove South Depot (25 Returned: 7%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	0.0	16.0	28.0	56.0	25
2. How connected do you feel to other adults at your office?	4.0	8.0	52.0	36.0	25
3. How well do your colleagues at your office understand you as a person?	0.0	16.0	44.0	40.0	25
4. How respectful are the relationships between staff?	0.0	24.0	20.0	56.0	25
5. Overall, how positive is the working environment at your office?	0.0	16.0	32.0	52.0	25
6. How supportive are staff in their interactions with each other?	4.0	12.0	24.0	60.0	25
7. How positive is the tone that office leaders set for the culture of the office?	4.0	12.0	40.0	44.0	25
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	16.7	16.7	45.8	20.8	24
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	8.7	21.7	47.8	21.7	23
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	13.6	18.2	40.9	27.3	22
17. Overall, how positive is the working environment at your office?	0.0	16.7	37.5	45.8	24
20. How safe do you feel in your office?	0.0	0.0	37.5	62.5	24
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	26.1	34.8	21.7	17.4	23
10. During the past week, how often did you feel excited about work?	0.0	8.3	33.3	58.3	24
11. During the past week, how often did you feel hopeful about work?	0.0	17.4	30.4	52.2	23
12. During the past week, how often did you feel safe at work?	0.0	8.3	29.2	62.5	24
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	20.8	33.3	29.2	16.7	24
16. How often do you receive feedback on your work?	4.2	45.8	12.5	37.5	24
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	4.2	25.0	33.3	37.5	24
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	8.3	16.7	29.2	45.8	24

Staff Climate Survey 2022–2023 Central Office Results

OCOO/Department of Transportation

West Farm Depot (50 Returned: 12%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	10.2	26.5	20.4	42.9	49
2. How connected do you feel to other adults at your office?	6.0	26.0	44.0	24.0	50
3. How well do your colleagues at your office understand you as a person?	10.2	24.5	34.7	30.6	49
4. How respectful are the relationships between staff?	8.0	16.0	42.0	34.0	50
5. Overall, how positive is the working environment at your office?	6.1	24.5	38.8	30.6	49
6. How supportive are staff in their interactions with each other?	2.1	22.9	35.4	39.6	48
7. How positive is the tone that office leaders set for the culture of the office?	8.3	25.0	31.3	35.4	48
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	13.3	35.6	31.1	20.0	45
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	16.3	36.7	32.7	14.3	49
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	17.0	36.2	31.9	14.9	47
17. Overall, how positive is the working environment at your office?	10.0	26.0	40.0	24.0	50
20. How safe do you feel in your office?	2.0	24.0	36.0	38.0	50
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	42.6	42.6	14.9	0.0	47
10. During the past week, how often did you feel excited about work?	10.4	20.8	31.3	37.5	48
11. During the past week, how often did you feel hopeful about work?	13.3	24.4	22.2	40.0	45
12. During the past week, how often did you feel safe at work?	2.0	18.4	26.5	53.1	49
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	42.9	38.8	12.2	6.1	49
16. How often do you receive feedback on your work?	24.0	40.0	24.0	12.0	50
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	27.1	31.3	31.3	10.4	48
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	31.3	27.1	18.8	22.9	48

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer
Office of Finance (48 Returned: 42%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	2.1	37.5	18.8	41.7	48
2. How connected do you feel to other adults at your office?	4.3	42.6	38.3	14.9	47
3. How well do your colleagues at your office understand you as a person?	6.4	38.3	36.2	19.1	47
4. How respectful are the relationships between staff?	4.2	25.0	43.8	27.1	48
5. Overall, how positive is the working environment at your office?	10.6	34.0	38.3	17.0	47
6. How supportive are staff in their interactions with each other?	4.3	23.4	42.6	29.8	47
7. How positive is the tone that office leaders set for the culture of the office?	12.8	27.7	40.4	19.1	47
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	20.8	39.6	29.2	10.4	48
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	18.8	50.0	18.8	12.5	48
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	8.5	44.7	42.6	4.3	47
17. Overall, how positive is the working environment at your office?	6.3	43.8	29.2	20.8	48
20. How safe do you feel in your office?	6.3	12.5	35.4	45.8	48
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	57.4	27.7	10.6	4.3	47
10. During the past week, how often did you feel excited about work?	29.2	33.3	27.1	10.4	48
11. During the past week, how often did you feel hopeful about work?	20.8	47.9	20.8	10.4	48
12. During the past week, how often did you feel safe at work?	4.3	17.0	27.7	51.1	47
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	47.9	35.4	12.5	4.2	48
16. How often do you receive feedback on your work?	12.8	48.9	23.4	14.9	47
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	23.9	41.3	21.7	13.0	46
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	41.7	25.0	18.8	14.6	48

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Academic Officer (245 Returned: 28%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	3.7	19.8	26.7	49.8	243
2. How connected do you feel to other adults at your office?	3.7	32.1	39.5	24.7	243
3. How well do your colleagues at your office understand you as a person?	6.6	31.0	39.3	23.1	242
4. How respectful are the relationships between staff?	2.9	23.4	41.4	32.4	244
5. Overall, how positive is the working environment at your office?	7.4	25.5	40.7	26.3	243
6. How supportive are staff in their interactions with each other?	1.2	23.8	38.9	36.1	244
7. How positive is the tone that office leaders set for the culture of the office?	8.6	23.4	29.1	38.9	244
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	9.0	24.2	38.5	28.3	244
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	9.8	34.8	33.2	22.1	244
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	9.6	29.2	49.2	12.1	240
17. Overall, how positive is the working environment at your office?	8.6	24.7	39.1	27.6	243
20. How safe do you feel in your office?	4.5	17.1	31.8	46.5	245
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	11.9	28.3	38.5	21.3	244
10. During the past week, how often did you feel excited about work?	13.9	35.9	33.5	16.7	245
11. During the past week, how often did you feel hopeful about work?	15.2	35.4	29.2	20.2	243
12. During the past week, how often did you feel safe at work?	3.7	12.7	29.8	53.9	245
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	18.4	36.5	29.1	16.0	244
16. How often do you receive feedback on your work?	15.9	38.0	34.7	11.4	245
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	18.4	29.5	33.6	18.4	244
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	17.6	28.9	32.2	21.3	239

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Academic Officer

Curriculum and Instructional Programs (68 Returned: 43%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	4.4	26.5	17.6	51.5	68
2. How connected do you feel to other adults at your office?	5.9	42.6	30.9	20.6	68
3. How well do your colleagues at your office understand you as a person?	9.0	37.3	35.8	17.9	67
4. How respectful are the relationships between staff?	4.4	30.9	39.7	25.0	68
5. Overall, how positive is the working environment at your office?	11.9	25.4	40.3	22.4	67
6. How supportive are staff in their interactions with each other?	1.5	30.9	39.7	27.9	68
7. How positive is the tone that office leaders set for the culture of the office?	13.2	22.1	27.9	36.8	68
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	10.3	26.5	33.8	29.4	68
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	5.9	41.2	35.3	17.6	68
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	9.1	34.8	45.5	10.6	66
17. Overall, how positive is the working environment at your office?	11.9	28.4	32.8	26.9	67
20. How safe do you feel in your office?	4.4	26.5	27.9	41.2	68
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	7.4	32.4	39.7	20.6	68
10. During the past week, how often did you feel excited about work?	17.6	32.4	27.9	22.1	68
11. During the past week, how often did you feel hopeful about work?	20.9	28.4	31.3	19.4	67
12. During the past week, how often did you feel safe at work?	2.9	14.7	36.8	45.6	68
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	20.6	35.3	29.4	14.7	68
16. How often do you receive feedback on your work?	14.7	38.2	32.4	14.7	68
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	22.4	38.8	31.3	7.5	67
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	12.5	37.5	28.1	21.9	64

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Academic Officer

Special Education (175 Returned: 24%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	3.5	17.3	30.1	49.1	173
2. How connected do you feel to other adults at your office?	2.9	28.3	42.8	26.0	173
3. How well do your colleagues at your office understand you as a person?	5.8	28.9	40.5	24.9	173
4. How respectful are the relationships between staff?	2.3	20.1	42.5	35.1	174
5. Overall, how positive is the working environment at your office?	5.7	25.3	41.4	27.6	174
6. How supportive are staff in their interactions with each other?	1.1	21.3	37.9	39.7	174
7. How positive is the tone that office leaders set for the culture of the office?	6.3	24.1	29.3	40.2	174
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	8.6	23.0	40.2	28.2	174
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	10.9	32.8	32.8	23.6	174
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	9.3	27.3	50.6	12.8	172
17. Overall, how positive is the working environment at your office?	7.5	23.0	41.4	28.2	174
20. How safe do you feel in your office?	4.6	13.7	33.1	48.6	175
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	13.2	27.0	37.9	21.8	174
10. During the past week, how often did you feel excited about work?	12.0	37.7	35.4	14.9	175
11. During the past week, how often did you feel hopeful about work?	12.6	38.5	28.7	20.1	174
12. During the past week, how often did you feel safe at work?	4.0	12.0	27.4	56.6	175
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	17.2	37.4	28.7	16.7	174
16. How often do you receive feedback on your work?	16.0	37.7	36.0	10.3	175
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	16.6	25.7	34.9	22.9	175
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	19.1	26.0	34.1	20.8	173

Staff Climate Survey 2022–2023 Central Office Results

Office of the Chief Operating Officer Office of Human Resources and Development (82 Returned: 61%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	2.4	14.6	29.3	53.7	82
2. How connected do you feel to other adults at your office?	1.2	24.4	48.8	25.6	82
3. How well do your colleagues at your office understand you as a person?	0.0	30.9	46.9	22.2	81
4. How respectful are the relationships between staff?	1.2	11.1	45.7	42.0	81
5. Overall, how positive is the working environment at your office?	1.2	18.5	43.2	37.0	81
6. How supportive are staff in their interactions with each other?	1.2	14.8	39.5	44.4	81
7. How positive is the tone that office leaders set for the culture of the office?	1.2	17.1	32.9	48.8	82
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	4.9	19.5	42.7	32.9	82
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	8.9	27.8	29.1	34.2	79
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	3.8	35.0	43.8	17.5	80
17. Overall, how positive is the working environment at your office?	2.4	13.4	37.8	46.3	82
20. How safe do you feel in your office?	0.0	13.8	38.8	47.5	80
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	15.2	24.1	26.6	34.2	79
10. During the past week, how often did you feel excited about work?	4.9	30.5	41.5	23.2	82
11. During the past week, how often did you feel hopeful about work?	6.3	23.8	47.5	22.5	80
12. During the past week, how often did you feel safe at work?	0.0	11.0	31.7	57.3	82
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	15.0	48.8	21.3	15.0	80
16. How often do you receive feedback on your work?	11.0	37.8	39.0	12.2	82
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	12.5	30.0	31.3	26.3	80
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	12.5	31.3	26.3	30.0	80

Staff Climate Survey 2022–2023 Central Office Results

Office of Human Resources and Development

Human Capital Management (34 Returned: 67%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	2.9	14.7	23.5	58.8	34
2. How connected do you feel to other adults at your office?	2.9	20.6	50.0	26.5	34
3. How well do your colleagues at your office understand you as a person?	0.0	30.3	48.5	21.2	33
4. How respectful are the relationships between staff?	3.0	12.1	51.5	33.3	33
5. Overall, how positive is the working environment at your office?	0.0	20.6	52.9	26.5	34
6. How supportive are staff in their interactions with each other?	2.9	14.7	47.1	35.3	34
7. How positive is the tone that office leaders set for the culture of the office?	0.0	11.8	50.0	38.2	34
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	2.9	29.4	35.3	32.4	34
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	12.1	51.5	18.2	18.2	33
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	3.0	45.5	36.4	15.2	33
17. Overall, how positive is the working environment at your office?	2.9	11.8	44.1	41.2	34
20. How safe do you feel in your office?	0.0	15.2	39.4	45.5	33
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	18.8	37.5	15.6	28.1	32
10. During the past week, how often did you feel excited about work?	2.9	26.5	50.0	20.6	34
11. During the past week, how often did you feel hopeful about work?	3.0	27.3	48.5	21.2	33
12. During the past week, how often did you feel safe at work?	0.0	11.8	38.2	50.0	34
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	27.3	48.5	15.2	9.1	33
16. How often do you receive feedback on your work?	17.6	26.5	41.2	14.7	34
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	15.6	21.9	37.5	25.0	32
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	14.7	32.4	26.5	26.5	34

Staff Climate Survey 2022–2023 Central Office Results

Office of Human Resources and Development

Professional Growth Systems (33 Returned: 62%)

	Not at all	Somewhat	Quite	Extremely	N Responses
1. Overall, how much do you feel like you belong at your office?	0.0	12.1	33.3	54.5	33
2. How connected do you feel to other adults at your office?	0.0	24.2	45.5	30.3	33
3. How well do your colleagues at your office understand you as a person?	0.0	30.3	45.5	24.2	33
4. How respectful are the relationships between staff?	0.0	0.0	42.4	57.6	33
5. Overall, how positive is the working environment at your office?	0.0	9.4	37.5	53.1	32
6. How supportive are staff in their interactions with each other?	0.0	6.3	28.1	65.6	32
7. How positive is the tone that office leaders set for the culture of the office?	0.0	15.2	18.2	66.7	33
8. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	3.0	18.2	39.4	39.4	33
14. At your office, how valuable are the antiracist- and equity-focused professional development opportunities?	3.1	3.1	46.9	46.9	32
15. When a sensitive issue of diversity arises at work, how easily can you think of strategies to address the situation?	0.0	33.3	51.5	15.2	33
17. Overall, how positive is the working environment at your office?	0.0	6.1	36.4	57.6	33
20. How safe do you feel in your office?	0.0	6.3	37.5	56.3	32
	Almost never	Sometimes	Frequently	Almost always	N Responses
9. In your office, how often are you encouraged to think more deeply about race-related topics?	3.0	12.1	39.4	45.5	33
10. During the past week, how often did you feel excited about work?	3.0	24.2	42.4	30.3	33
11. During the past week, how often did you feel hopeful about work?	3.0	21.2	51.5	24.2	33
12. During the past week, how often did you feel safe at work?	0.0	6.1	24.2	69.7	33
13. When there are major news events related to race/ethnicity, how often do staff in your office talk about them with each other?	3.0	48.5	30.3	18.2	33
16. How often do you receive feedback on your work?	3.0	45.5	36.4	15.2	33
18. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	6.1	30.3	36.4	27.3	33
19. In my office, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.	3.1	31.3	31.3	34.4	32