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Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential

Montgomery County Public Schools Staff Climate Survey

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如果您希望使用其它語言填寫調查表，請點擊"Choose Language"("選擇語言")。

Si vous souhaitez répondre à l'enquête en français, veuillez cliquer sur « Choose Language »

한국어 등의 외국어로 설문지를 작성하고 싶은 경우, "외국어 선택(Choose Language)"을 클릭하십시오.

Se você deseja preencher a pesquisa em um outro IDIOMA, [clique aqui](#)

Si desea completar la encuesta en EL IDIOMA, haga clic en "Choose Language"

Nếu quý vị muốn hoàn tất bản khảo sát bằng NGÔN NGỮ khác, yêu cầu bấm vào "Choose Language"

This survey has been developed in partnership with our employee associations to help us to learn what employees think about their work environment and to monitor systemwide trends and initiatives that are part of Montgomery County Public Schools' strategic priorities for the 2022-2023 school year. We continue to strive as a system to ensure all of our staff members feel safe, valued, seen and heard.

Your responses are confidential. It is approximately 20 questions and should take no more than 10 minutes to complete. Your participation in this continuous improvement effort is essential. **Please complete the online survey by May 31, 2023.** It is important that each person's perspective is reflected in the final survey results. Your input counts.

Are you currently a school-based staff member or non-school based? If you are employed at multiple MCPS locations, please fill out this survey regarding your primary location, or choose one location.

- School-based Employee
- Non-school based/Central Office

What is your racial/ethnic identification?

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic/Latino
- Native Hawaiian or Pacific Islander
- Two or More Races
- White

What employee association is associated with your position?

- MCAAP/MCBOA
- MCEA
- SEIU Local 500
- Not applicable

Continue to the next page

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1. Overall, how much do you feel like you belong at your school?

- Not at all Somewhat Quite Completely belong

2. How connected do you feel to other adults at your school?

- Not at all connected Somewhat connected Quite connected Extremely connected

3. How well do your colleagues at your school understand you as a person?

- Not at all Somewhat Quite Extremely

4. How respectful are the relationships between staff and students?

- Not at all Somewhat Quite Extremely

5. Overall, how positive is the working environment at your school?

- Not at all Somewhat Quite Extremely

6. How supportive are staff in their interactions with each other?

- Not at all Somewhat Quite Extremely

7. How positive is the tone that school leaders set for the culture of the school?

- Not at all Somewhat Quite Extremely

8. How often are students given opportunities to learn about people from different races, ethnicities, or cultures?

- Almost never Sometimes Frequently Almost always

9. How comfortable are you discussing race/ethnicity-related topics with your colleagues?

- Not at all Somewhat Quite Extremely

10. At your school, how often are you encouraged to think more deeply about race-related topics?

- Almost never Sometimes Frequently Almost always

11. During the past week, how often did you feel excited about work?

- Almost never Sometimes Frequently Almost always

12. During the past week, how often did you feel hopeful about work?

- Almost never Sometimes Frequently Almost always

13. During the past week, how often did you feel safe at work?

- Almost never Sometimes Frequently Almost always

14. When there are major news events related to race/ethnicity, how often do adults at your school talk about them with students?

- Almost never Sometimes Frequently Almost always

15. At your school, how valuable are the antiracist- and equity-focused professional development opportunities?

- Not at all Somewhat Quite Extremely

16. When a sensitive issue of diversity arises in class/at work, how easily can you think of strategies to address the situation?

- Not at all Somewhat Quite Extremely

17. How often do you receive feedback on your teaching/work?

- Almost never Sometimes Frequently Almost always

18. Overall, how positive is the working environment at your school?

- Not at all Somewhat Quite Extremely

19. At my school, we use structured conversations as a way to bring instructional challenges to the forefront to collaboratively problem solve.

- Almost never Sometimes Frequently Almost always

20. At my school, we work in teams to examine data, and conduct data inquiry cycles that lead to improving learning, teaching, and assessment.

- Almost never Sometimes Frequently Almost always

21. How safe do you feel in your school?

- Not at all Somewhat Quite Extremely

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