

**2023-2024 Culture and Climate Survey Results: MCPS Central Office Staff
Preliminary Report of Results**

This document includes the preliminary report of responses from central office staff to items on the 2023-2024 Culture and Climate Survey administered in spring 2024. Results are reported in percentages with a more comprehensive report forthcoming.

What employee association is associated with your position?

	Number	Percent
Not Answered	35	3.9
MCAAP/MCBOA	119	13.2
MCEA	302	33.6
SEIU Local 500	414	46.0
Not applicable	30	3.3
Total	900	100.0

Work environment

	N Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
1. I look forward to going to work each day.	896	25.8	52.8	16.3	5.1
2. Office staff members respect one another.	892	35.2	48.9	11.9	4.0
	N Responses	Not at all positive	Somewhat positive	Quite positive	Extremely positive
3. Overall, how positive is the working environment at your office?	894	8.8	30.8	38.1	22.3
4. Overall, how positive is the working environment in MCPS?	891	24.4	51.7	18.7	5.2
5. How positive is the tone that office leaders set for the culture of the office?	889	11.1	27.7	34.3	26.9
6. How positive is the tone that that district leaders set for the culture of MCPS?	884	29.2	42.6	22.3	5.9
	N Responses	Almost never	Sometimes	Frequently	Almost Always
7. In my office, we work in teams to examine data, conduct data inquiry cycles lead to improving learning, teaching, assessment	888	17.1	24.3	30.3	28.3

Social Environment

	N Responses	Do not belong at all	Belong somewhat	Belong quite a bit	Completely belong
8. Overall, how much do you feel like you belong at your office?	894	6.6	23.0	32.2	38.1
	N Responses	Not at all connected	Somewhat connected	Quite connected	Extremely connected
9. How connected do you feel to other adults at your office?	895	7.2	31.6	37.1	24.1
	N Responses	Do not understand at all	Somewhat understand	Understand quite well	Understand extremely well
10. How well do your colleagues at your office understand you as a person?	887	5.6	32.1	45.4	16.8
	N Responses	Not at all respectful	Somewhat respectful	Quite respectful	Extremely respectful
11. How respectful are the relationships between staff?	891	4.0	21.4	43.4	31.1
	N Responses	Not at all supportive	Somewhat supportive	Quite supportive	Extremely supportive
12. How supportive are staff in their interactions with each other?	894	3.8	24.2	39.7	32.3

Office Safety

	N Responses	Not at all safe	Somewhat safe	Quite safe	Extremely safe
13. How safe do you feel in your office?	894	6.4	22.3	37.6	33.8

Equity and Inclusion

	N Responses	Almost never	Sometimes	Frequently	Almost Always
14. When there are major race/ethnicity news events, how often do staff in your office talk about them with each other?	892	22.3	38.9	24.4	14.3
	N Responses	Not at all comfortable	Somewhat comfortable	Quite comfortable	Extremely comfortable
15. How comfortable are you discussing race/ethnicity-related topics with your colleagues?	893	14.4	29.5	36.8	19.3
	N Responses	Almost never	Sometimes	Frequently	Almost Always
16. In your office, how often are you encouraged to think more deeply about race-related topics?	885	25.2	25.5	28.4	20.9
	N Responses	Not at all valuable	Somewhat valuable	Quite valuable	Extremely valuable
17. In your office, how valuable are the antiracist- and equity-focused professional development opportunities	881	17.6	33.6	29.6	19.2

	N Responses	Not at all easy	Somewhat easy	Quite easy	Extremely easy
18. When a sensitive issue of diversity arises, how easily can you think of strategies to address the situation	884	12.8	34.0	40.5	12.7

Communication

	N Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
19. Office improvement goals and how to achieve them are well understood in my office.	889	17.0	47.8	20.5	14.7
	N Responses	Almost never	Sometimes	Frequently	Almost Always
20. In my office, we use structured conversations as a way to bring work challenges to the forefront to collaboratively problem solve.	884	20.1	31.3	28.8	19.7
21. How often do you receive feedback on your work?	887	16.2	38.3	32.2	13.2
	N Responses	Strongly Agree	Agree	Disagree	Strongly Disagree
22. I, generally, feel well-informed about MCPS.	888	10.6	49.7	27.6	12.2
23. I am satisfied with the way(s) I currently receive information about MCPS.	888	9.5	51.5	27.4	11.7
	N Responses	Too few communications	Just right	Too many communications	
24. Please indicate your satisfaction with the frequency of MCPS communications	888	25.8	59.7	14.5	

	N Responses	A Outstanding	B High	C Acceptable	D Minimal	F Unacceptable
25. What overall grade would you give MCPS?	893	3.6	17.2	41.2	28.8	9.2
26. What overall grade would you give your office?	893	30.0	31.0	22.6	10.2	6.2