



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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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 클릭합니다.

Se você desejar preencher a pesquisa em um outro IDIOMA, clique "Choose Language"

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The Staff Survey aims to gather your honest feedback on various aspects of your work environment, communication, and overall job satisfaction. Your responses will play a crucial role in helping us understand what is working well and identifying areas for enhancement. Your insights and experiences are vital in shaping the future of our school district, and we value your input tremendously.

Your participation is essential to making informed decisions that will positively impact our district. We want to assure you that your responses will be kept confidential, and the information collected will be used solely for the purpose of improving the working conditions and support services for our dedicated staff. We appreciate the time and effort you invest in our school district, and we look forward to hearing your valuable feedback. Together, we can continue to create a positive and thriving workplace.

To ensure the accuracy and integrity of the survey data, you will notice that we are requesting identifying information from respondents. Please rest assured that this information will be kept strictly confidential and will only be accessible to one designated staff member. Its sole purpose is to facilitate the data validation process and to prevent any potential misuse of the survey system. More specifically, we want to ensure that the responses received are associated with the appropriate school or office.

Once the data validation process is complete, all identifying information will be promptly removed from the survey before any analysis begins. Your privacy and confidentiality are of the utmost importance to us, and we want to reassure you that your responses will be anonymized and aggregated for analysis. Results will only be reported in summary or aggregate form and no identifying information will be shared.

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

Please select the school level where you work/teach:

Elementary School

Middle School

High School



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SCHOOL STAFF SURVEY

The Culture and Climate survey aims to gather your honest feedback on various aspects of your work environment, communication, and overall job satisfaction. Your responses will play a crucial role in helping us understand what is working well and identifying areas for enhancement. Your insights and experiences are vital in shaping the future of our school district, and we value your input tremendously.

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Academic Environment: The atmosphere or surroundings in a place where learning and education happen. It includes everything from classrooms, instructional resources (e.g. books), and teachers to the way students work and learn together.

School administration includes the principal, assistant principals, and assistant school administrators. Answer items that refer to the school administration in terms of your experiences with those school administrators at your school.

1. I have a schedule that provides me time to plan my instruction for students.

Strongly Agree Agree Disagree Strongly Disagree

2. Teachers/Staff in this school believe every student can learn.

Strongly Agree Agree Disagree Strongly Disagree

3. Teachers in this school are well-prepared to teach their subjects.

Strongly Agree Agree Disagree Strongly Disagree

4. The school administration encourages school staff to talk to one another about instructional matters.

Strongly Agree Agree Disagree Strongly Disagree

5. This school sets high standards for the academic performance of all students.

Strongly Agree Agree Disagree Strongly Disagree

6. 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

7. 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

Social Environment: The people, relationships, and interactions that happen in a school. It includes students, teachers, staff, and even parents or guardians. The social environment is how everyone gets along, makes friends, and works together.

8. School staff members respect one another.

Strongly Agree Agree Disagree Strongly Disagree

9. I look forward to going to work each day.

Strongly Agree Agree Disagree Strongly Disagree

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

Do not belong at all Belong somewhat Belong quite a bit Complete belong

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

Not at all connected Somewhat connected Quite connected Extremely connected

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

Do not understand at all Somewhat understand Understand quite well Understand extremely well

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

Not at all respectful Somewhat respectful Quite respectful Extremely respectful

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

Not at all positive Somewhat positive Quite positive Extremely positive

15. Overall, how positive is the working environment in MCPS?

Not at all positive Somewhat positive Quite positive Extremely positive

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

Not at all positive Somewhat positive Quite positive Extremely positive

17. How positive is the tone that district leaders set for the culture of MCPS?

Not at all positive Somewhat positive Quite positive Extremely positive

School Safety and Discipline: School safety and discipline work together to make sure everyone in the school can learn and thrive in a safe and respectful place.

18. Students in this school behave in an orderly manner.

Strongly Agree Agree Disagree Strongly Disagree

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

Not at all supportive Somewhat supportive Quite supportive Extremely supportive

20. How safe do you feel in your school?

Not at all safe Somewhat safe Quite safe Extremely safe

Equity and Inclusion: Making sure that everyone, no matter who they are, feels welcome, valued, and treated fairly. It's about giving everyone the support they need to succeed, recognizing and celebrating our differences, and making sure that no one is left out.

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

Almost never Sometimes Frequently Almost Always

22. 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

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

Not at all comfortable Somewhat comfortable Quite comfortable Extremely comfortable

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

Almost never Sometimes Frequently Almost Always

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

Not at all valuable Somewhat valuable Quite valuable Extremely valuable

26. 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 easy Somewhat easy Quite easy Extremely easy

Communication: Sharing information and making sure everyone is well-informed and on the same page to create a supportive and connected community where everyone can succeed.

27. School improvement goals and how to achieve them are well understood in my school.

Strongly Agree Agree Disagree Strongly Disagree

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

Almost never Sometimes Frequently Almost always

29. I am satisfied with the way(s) I currently receive information about MCPS.

Strongly Agree Agree Disagree Strongly Disagree

30. Please indicate your satisfaction with the frequency of MCPS communications.

Too few communications Just right Too many communications

31. I, generally, feel well-informed about MCPS.

Strongly Agree Agree Disagree Strongly Disagree

Background

32. What grade would you give Montgomery County Public Schools?

A = Outstanding B = High C = Acceptable D = Minimal F = Unacceptable

33. What grade would you give your school?

A = Outstanding B = High C = Acceptable D = Minimal F = Unacceptable

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What employee association is associated with your position?

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

How many years have you been assigned to this school, including the current school year 2023-2024?

How many years have you been an MCPS employee, including this school year 2023-2024?

What is your gender?

- Female
- Male
- Nonbinary
- I prefer not to say

What best describes your position?

- Classroom teacher
- Non-classroom MCEA unit member (e.g., counselor, media specialist, reading specialist, staff development teacher)
- Supporting services staff, instructional
- Supporting services staff, non-instructional
- Administrator
- Other

What is your race/ethnicity?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic, Latino, or Spanish origin
- Native Hawaiian or Other Pacific Islander
- White
- Prefer not to answer

Enter name of enrolled or principal tribe(s) (Navajo, Blackfeet, Mayan, Nome Eskimo Community, etc.)

- Chinese
 - Filipino
 - Asian Indian
 - Vietnamese
 - Korean
 - Japanese
 - Other: For example, Pakistani, Cambodian, Hmong, etc
-
- African American
 - Jamaican
 - Haitian
 - Nigerian
 - Ethiopian
 - Somali
 - Other: For example, Ghanaian, South African, Barbadian, etc
-
- Mexican, Mexican American, or Chicano
 - Puerto Rican
 - Cuban
 - Other Hispanic, Latino, or Spanish origin
-
- Native Hawaiian
 - Samoan
 - Chamorro
 - Tongan
 - Fijian
 - Marshallese
 - Other: For example, Palauan, Tahitian, Chuukese, etc
-
- German
 - Irish
 - English
 - Italian
 - Polish
 - French
 - Other: For example, Lebanese, Egyptian, Iranian, etc