

2024-2025 Culture and Climate Survey Results: MCPS Central Office Staff

(984 Returned: 19.5%)

Work Environment	N Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
1. I look forward to going to work each day.	979	28.4	42.8	18.0	6.8	4.0	0.0
2. Office staff members respect one another.	981	34.9	39.3	13.5	7.8	4.0	0.5
3. The working environment in my office is positive.	976	32.7	38.3	13.9	9.8	4.7	0.5
4. My outlook for the future is positive.	972	26.3	34.2	19.1	12.2	6.5	1.6
5. Overall, I feel safe in my office.	974	44.1	34.9	11.9	5.5	3.0	0.5
Social Environment	N Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
6. The relationships between staff are respectful in my office.	976	35.7	41.3	12.1	6.8	3.6	0.6
7. The interactions between staff in my office are supportive.	964	37.9	37.4	13.3	7.1	3.9	0.4
Equity and Inclusion	N Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
8. My office engages in antiracist work to support an equitable learning environment for staff.	967	38.4	34.1	13.2	6.7	4.2	3.3
9. When a sensitive issue of diversity arises in at work, I can easily think of strategies to address the situation.	969	31.6	43.2	14.8	4.4	3.1	2.9
Communication	N Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
10. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve.	975	29.3	35.7	14.1	11.2	8.1	1.6
11. I frequently receive feedback on my work.	972	24.2	35.8	19.1	13.3	7.3	0.3
12. I, generally, feel well-informed about MCPS.	976	19.9	39.1	20.0	11.5	9.4	0.1