



Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential

Montgomery County Public Schools Staff Climate Survey

" /Choose Language"

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 클릭합니다.

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

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"

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.

Please indicate your primary work location.

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

Please select the school level where you work/teach:

- Elementary School
- Middle School
- High School
- Other/Special



Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential

Montgomery County Public Schools Staff Climate Survey

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.

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.

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

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

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

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

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

3. Children are learning at a high level in this school.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

4. My school leadership supports my work.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

5. The interactions between staff in my school are supportive.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

6. Overall, I feel safe in my school.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

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.

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

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

8. The relationships between staff and students are respectful in my school.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

9. The working environment in my school is positive.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

10. My outlook for the future is positive.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

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.

11. Students are often given opportunities to learn about people from different races, ethnicities, or cultures.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

12. My school engages in antiracist work to support an equitable learning environment for students.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

13. When a sensitive issue of diversity arises in class/at work, I can easily think of strategies to address the situation.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

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.

14. I frequently receive feedback on my teaching/work.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know

15. I, generally, feel well-informed about what is happening in my school.

Strongly Agree Agree Neutral Disagree Strongly Disagree Do not know



Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

Expanding Opportunity and Unleashing Potential

Montgomery County Public Schools Staff Climate Survey

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 2024-2025?

How many years have you been an MCPS employee, including this school year 2024-2025?

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, etc