

## 2025-2026 SPRING Culture and Climate Survey Results: MCPS Central Office Staff

(491 Returned: 10.0%)

| <b>Work Environment</b>                                                                                                                        | <b>N<br/>Responses</b> | <b>Strongly<br/>Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly<br/>Disagree</b> | <b>Do not<br/>know</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------|--------------|----------------|-----------------|------------------------------|------------------------|
| 1. I look forward to going to work each day.                                                                                                   | 491                    | 22.6                      | 37.9         | 18.5           | 13.0            | 7.1                          | 0.8                    |
| 2. Office staff members respect one another.                                                                                                   | 489                    | 25.2                      | 44.8         | 16.2           | 8.0             | 5.3                          | 0.6                    |
| 3. The working environment in my office is positive.                                                                                           | 488                    | 23.8                      | 39.1         | 14.8           | 12.9            | 8.6                          | 0.8                    |
| 4. My outlook for the future is positive.                                                                                                      | 489                    | 19.0                      | 32.3         | 21.7           | 14.5            | 11.5                         | 1.0                    |
| 5. Overall, I feel safe in my office.                                                                                                          | 483                    | 29.2                      | 42.9         | 14.3           | 6.6             | 6.4                          | 0.6                    |
| <b>Social Environment</b>                                                                                                                      | <b>N<br/>Responses</b> | <b>Strongly<br/>Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly<br/>Disagree</b> | <b>Do not<br/>know</b> |
| 6. The relationships between staff are respectful in my office.                                                                                | 481                    | 27.0                      | 43.5         | 16.0           | 8.1             | 4.6                          | 0.8                    |
| 7. The interactions between staff in my office are supportive.                                                                                 | 480                    | 28.3                      | 41.5         | 15.0           | 10.6            | 4.2                          | 0.4                    |
| <b>Equity and Inclusion</b>                                                                                                                    | <b>N<br/>Responses</b> | <b>Strongly<br/>Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly<br/>Disagree</b> | <b>Do not<br/>know</b> |
| 8. My office engages in antiracist work to support an equitable learning environment for staff.                                                | 480                    | 26.3                      | 33.1         | 19.2           | 9.4             | 6.9                          | 5.2                    |
| 9. When a sensitive issue of diversity arises in at work, I can easily think of strategies to address the situation.                           | 480                    | 24.2                      | 45.0         | 16.5           | 6.0             | 4.4                          | 4.0                    |
| <b>Communication</b>                                                                                                                           | <b>N<br/>Responses</b> | <b>Strongly<br/>Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly<br/>Disagree</b> | <b>Do not<br/>know</b> |
| 10. In my office, we use structured conversations as a way to bring work-related challenges to the forefront to collaboratively problem solve. | 484                    | 19.2                      | 36.6         | 15.3           | 13.0            | 12.2                         | 3.7                    |
| 11. I frequently receive feedback on my work.                                                                                                  | 481                    | 17.0                      | 34.5         | 21.2           | 16.0            | 10.6                         | 0.6                    |
| 12. I, generally, feel well-informed about MCPS.                                                                                               | 480                    | 14.8                      | 36.0         | 20.2           | 13.1            | 15.0                         | 0.8                    |