

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

(979 Returned: 20.0%)

| <b>Work Environment</b>  | <b>N Responses</b> | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Do not know</b> |
|--|--------------------|-----------------------|--------------|----------------|-----------------|--------------------------|--------------------|
| 1. I look forward to going to work each day.   | 977                | 26.4                  | 38.2         | 19.3           | 8.9             | 7.1                      | 0.1                |
| 2. Office staff members respect one another.   | 973                | 34.4                  | 41.3         | 12.9           | 7.6             | 3.6                      | 0.1                |
| 3. The working environment in my office is positive.   | 972                | 28.5                  | 34.7         | 17.2           | 11.1            | 8.2                      | 0.3                |
| 4. My outlook for the future is positive.  | 970                | 23.9                  | 32.1         | 20.8           | 12.7            | 10.0                     | 0.5                |
| 5. Overall, I feel safe in my office.  | 969                | 35.4                  | 36.6         | 13.4           | 8.0             | 5.7                      | 0.8                |
| <b>Social Environment</b>  | <b>N Responses</b> | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Do not know</b> |
| 6. The relationships between staff are respectful in my office.  | 969                | 34.6                  | 42.2         | 12.6           | 7.5             | 2.7                      | 0.4                |
| 7. The interactions between staff in my office are supportive.   | 967                | 33.2                  | 41.6         | 14.1           | 7.2             | 3.5                      | 0.4                |
| <b>Equity and Inclusion</b>  | <b>N Responses</b> | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Do not know</b> |
| 8. My office engages in antiracist work to support an equitable learning environment for staff.  | 970                | 29.4                  | 39.4         | 15.6           | 6.7             | 4.6                      | 4.3                |
| 9. When a sensitive issue of diversity arises in at work, I can easily think of strategies to address the situation.                           | 970                | 26.6                  | 47.2         | 14.1           | 4.3             | 3.0                      | 4.7                |
| <b>Communication</b>   | <b>N Responses</b> | <b>Strongly Agree</b> | <b>Agree</b> | <b>Neutral</b> | <b>Disagree</b> | <b>Strongly Disagree</b> | <b>Do not 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. | 971                | 23.4                  | 39.8         | 13.9           | 11.0            | 10.5                     | 1.4                |
| 11. I frequently receive feedback on my work.  | 967                | 19.6                  | 35.8         | 20.7           | 12.4            | 11.3                     | 0.2                |
| 12. I, generally, feel well-informed about MCPS.   | 970                | 16.2                  | 39.4         | 19.1           | 14.9            | 10.4                     | 0.0                |