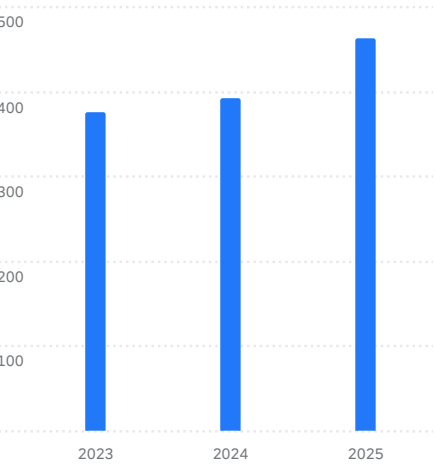


Filters

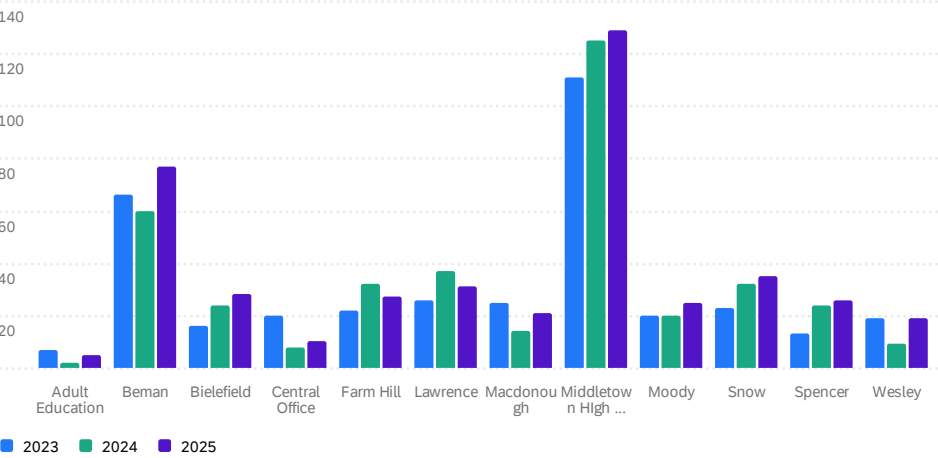
# Culture & Climate Survey: Employees

The following dashboard can be used to view the results of the Culture & Climate Survey: Employees. All MPS Employees had the opportunity to use this survey to provide feedback on their perceptions of school culture and climate. The survey items have been organized into 6 topics: School Climate, Cultural Awareness and Action, Well-being, Professional Learning, Staff-Leadership Relationship, and Teaching Efficacy. Each topic has its own page in the dashboard. 2 metrics are used for each item. The first metric is the exact response on the Likert Scale, which varies slightly by item. The second metric is the use of a 5 point scale, with a 1 equating to the least favorable response and a 5 equating to the most favorable response.

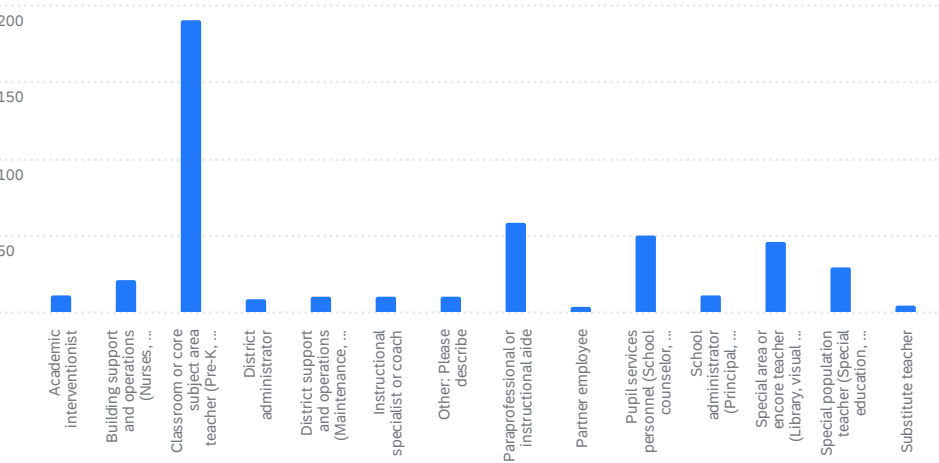
Total Number of Responses



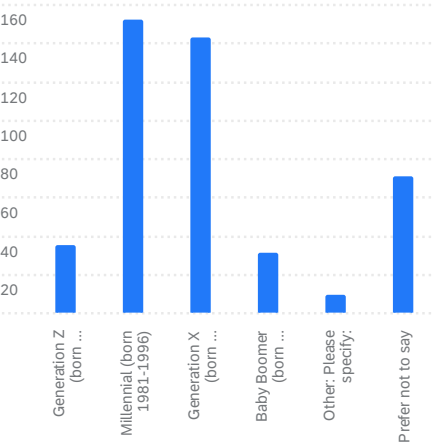
In which building are you assigned to work for the majority of your time?



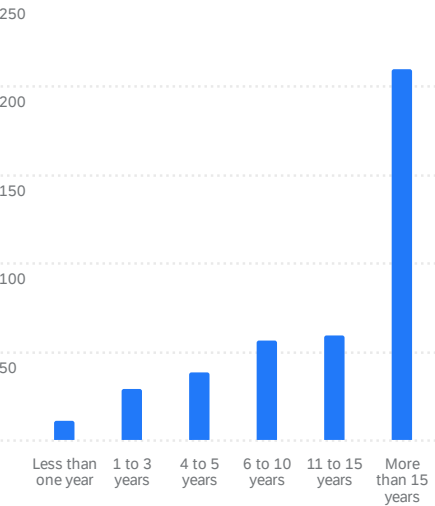
Specific Roles (2025 only) 462



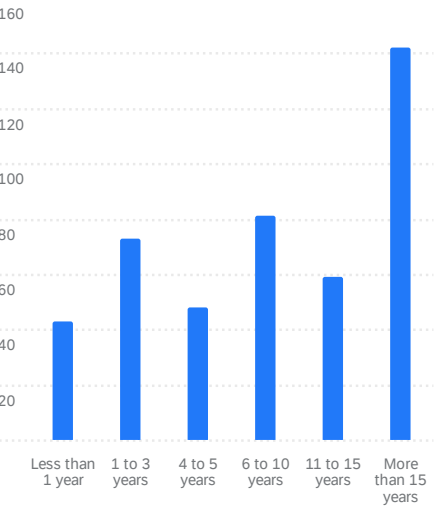
Which generation do you most closely identify with? 441



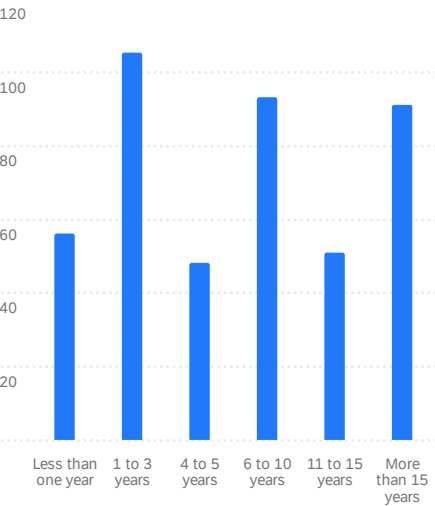
For how many years have you worked as an educator? (2025 only) 403



For how many years have you worked in MPS (2025 only)?



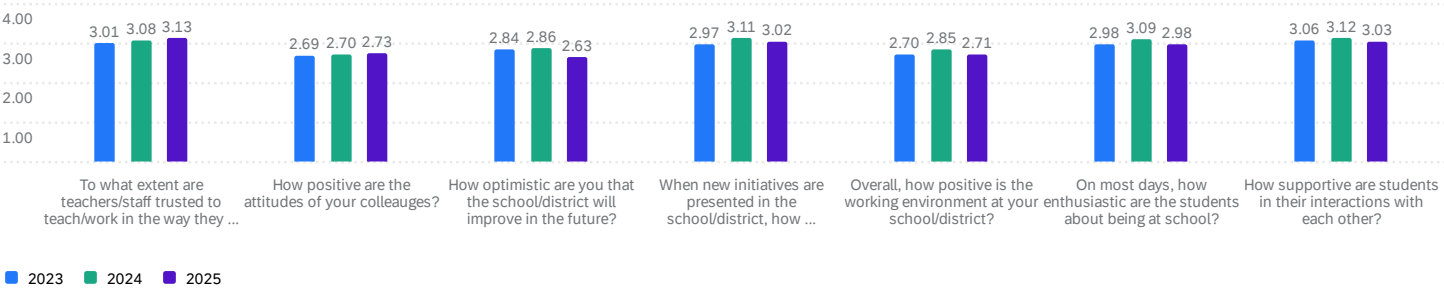
For how many years have you worked in your current school/assignment? (2025 only)



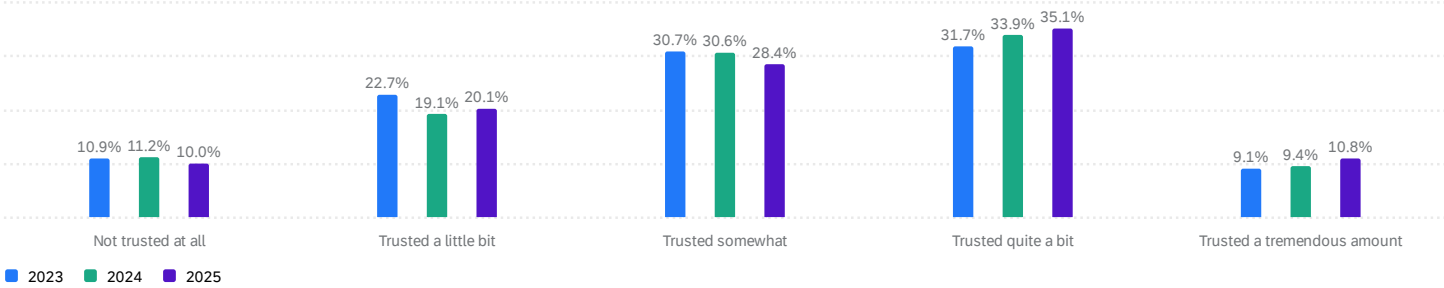
Filters

School Climate

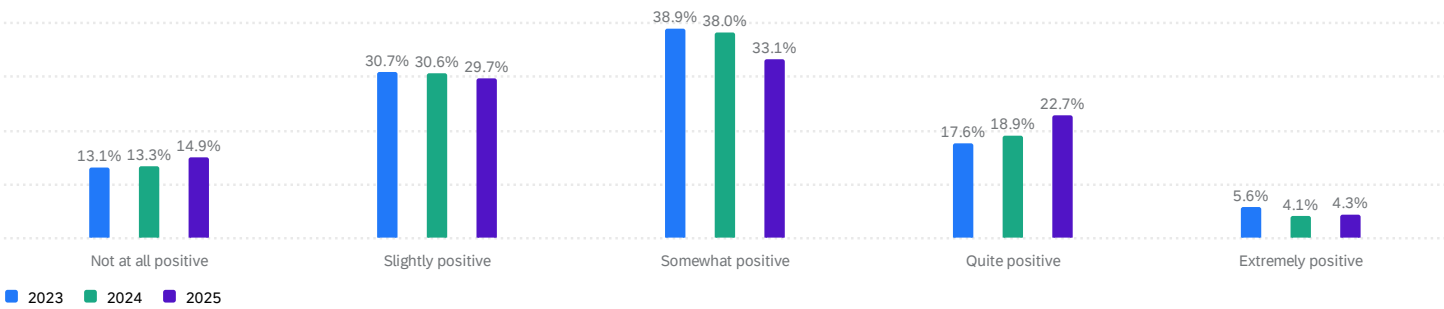
Climate Ratings Overall 1,217



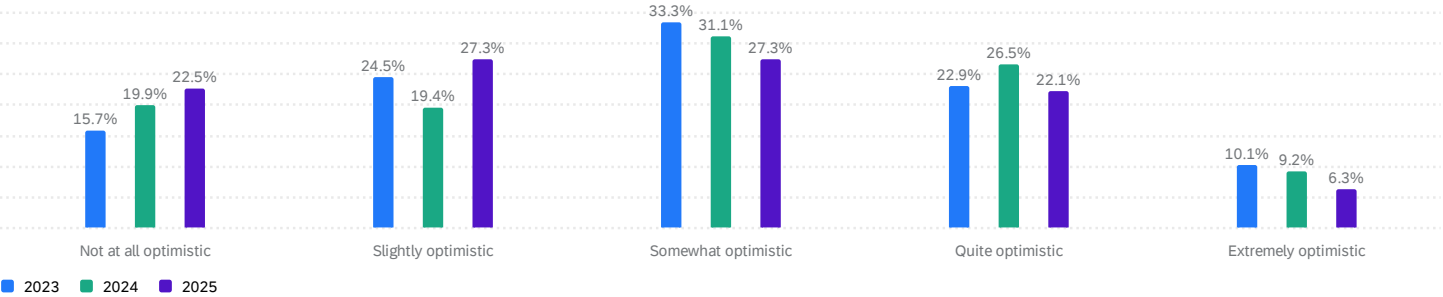
To what extent are teachers/staff trusted to teach/work in the way they think is best? 1,203



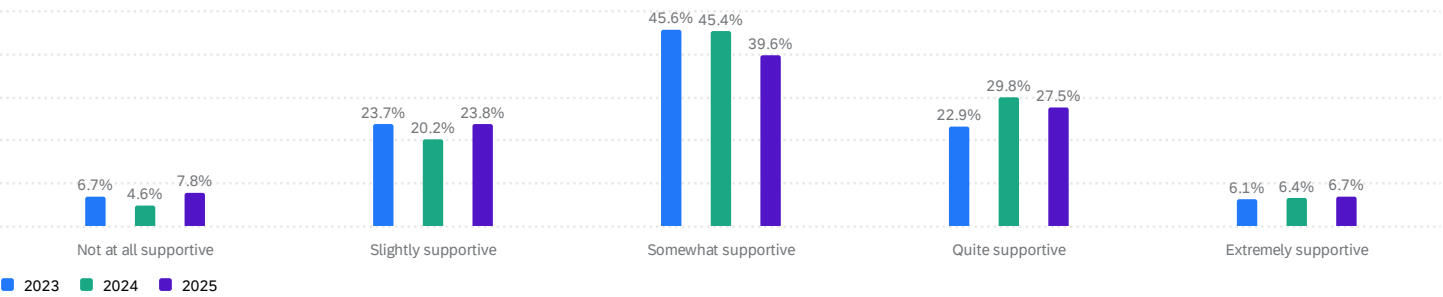
How positive are the attitudes of your colleagues? 1,209



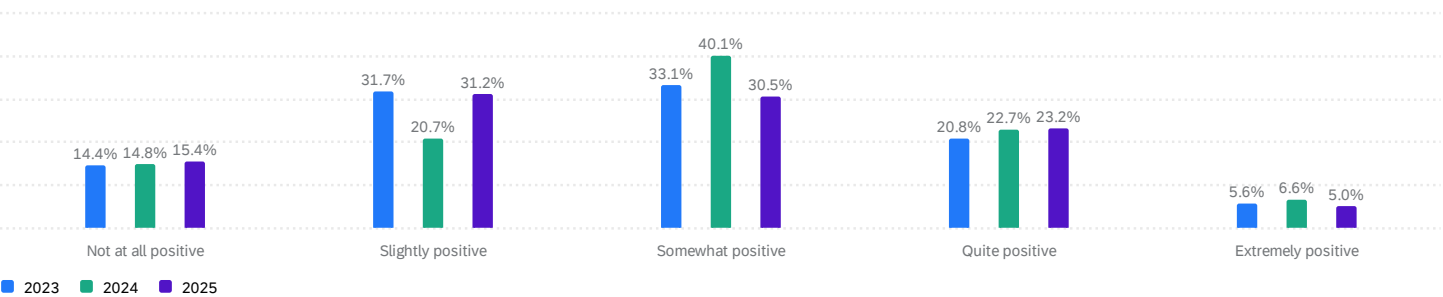
How optimistic are you that your school/district will improve in the future? 1,212



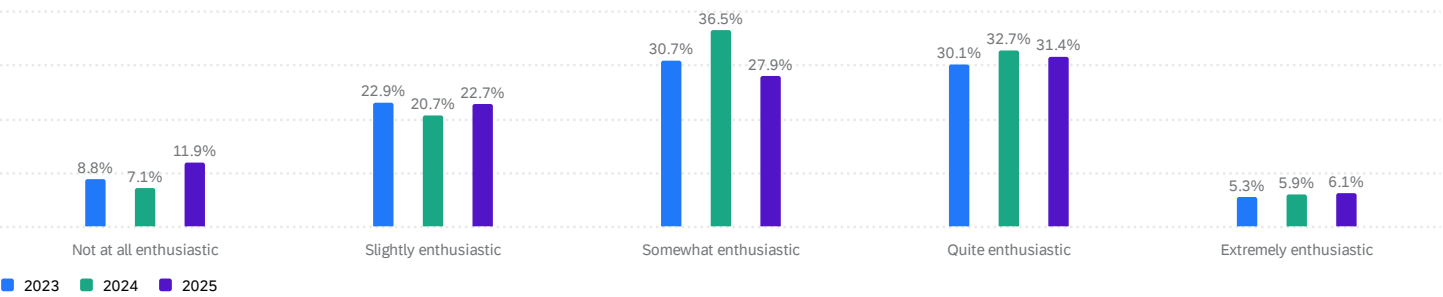
When new initiatives are presented in the school/district, how supportive are your colleagues? 1,209



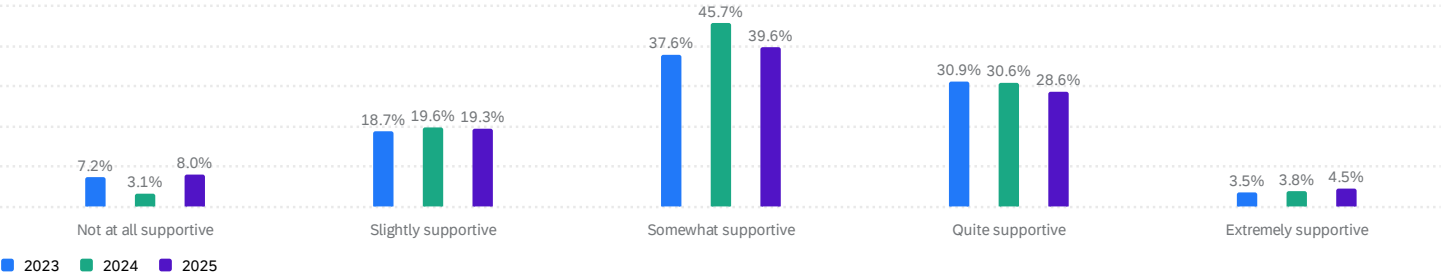
Overall, how positive is the working environment at your school/district? 1,209



On most days, how enthusiastic are the students about being at school? 1,166

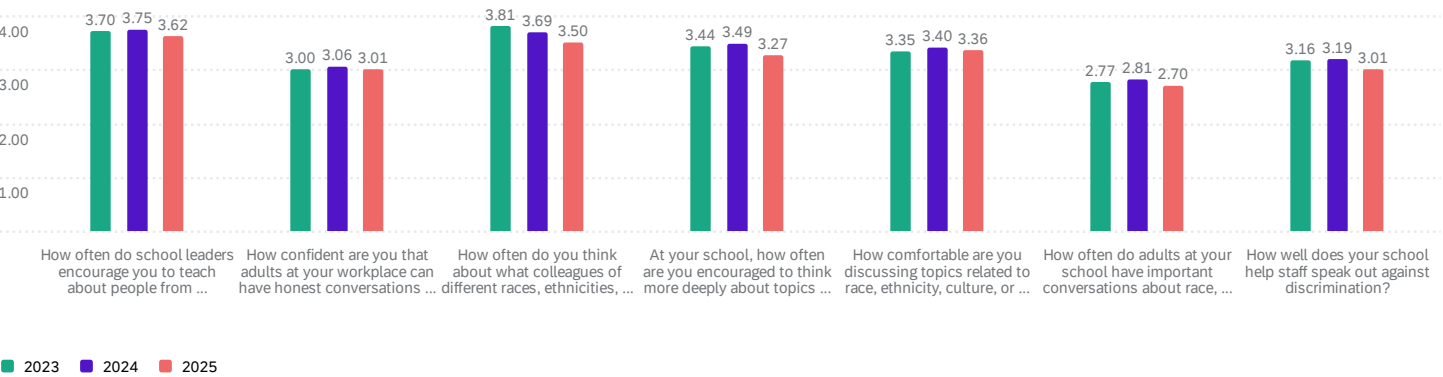


How supportive are students in their interactions with each other? 1,165

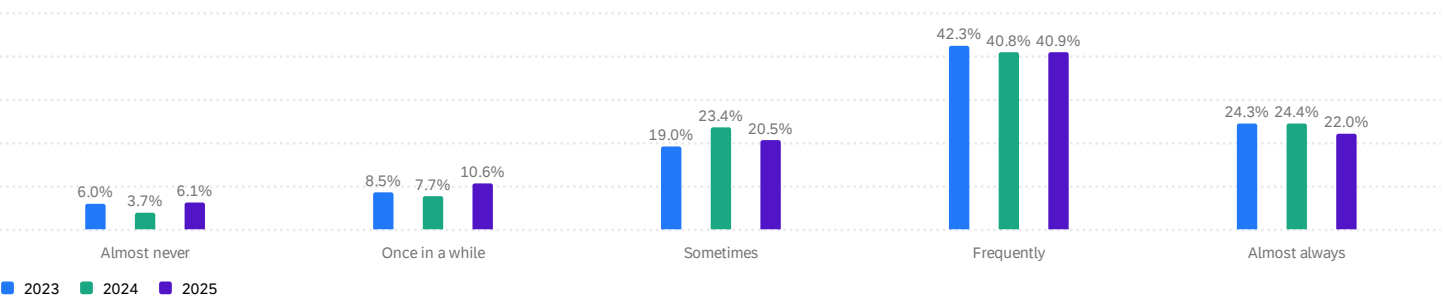


# Cultural Awareness and Action

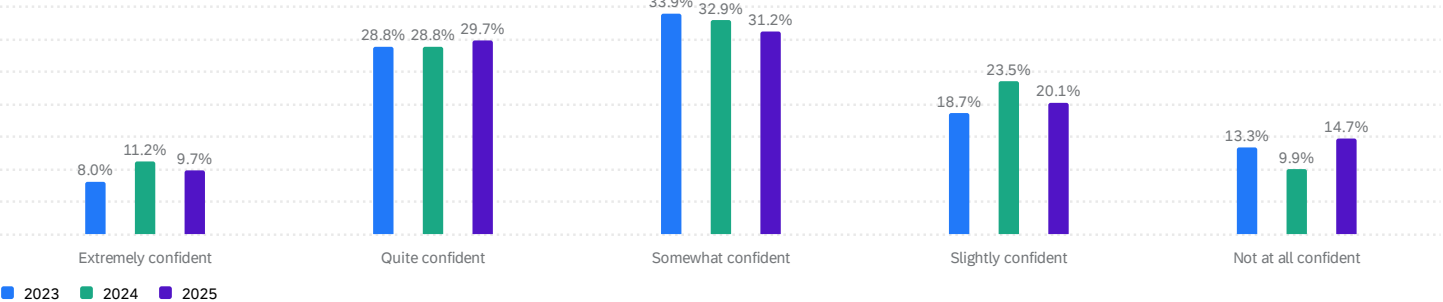
Cultural Awareness and Action Overall Ratings 1,214



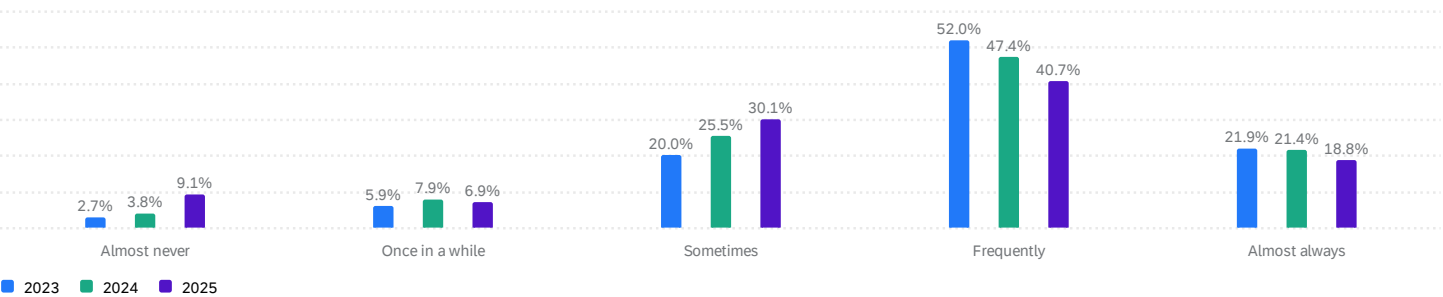
How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures? 847



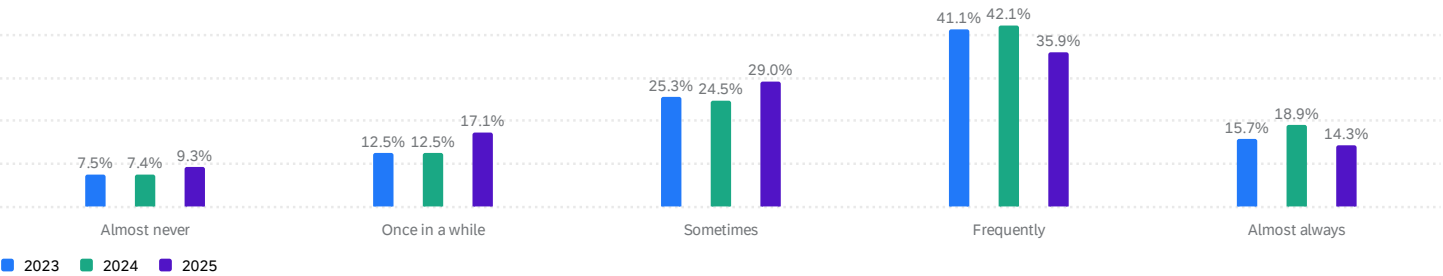
How confident are you that adults at your workplace can have honest conversations with each other about race, ethnicity, culture, or belonging? 1,210



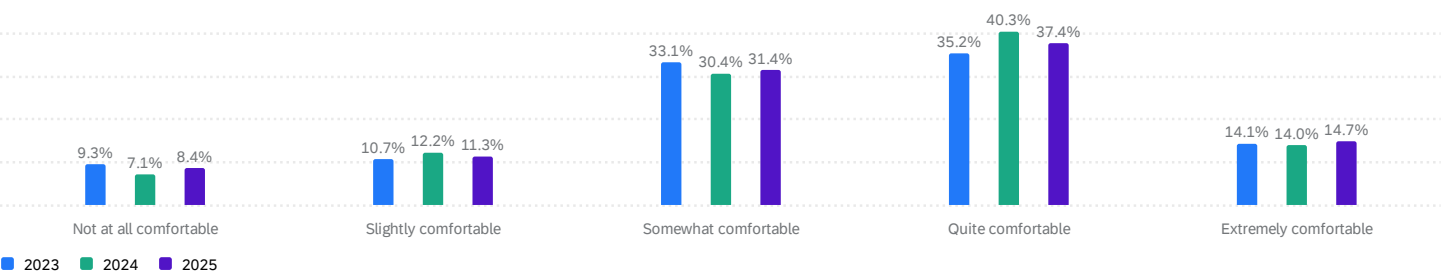
How often do you think about what colleagues of different races, ethnicities, or cultures experience? 1,209



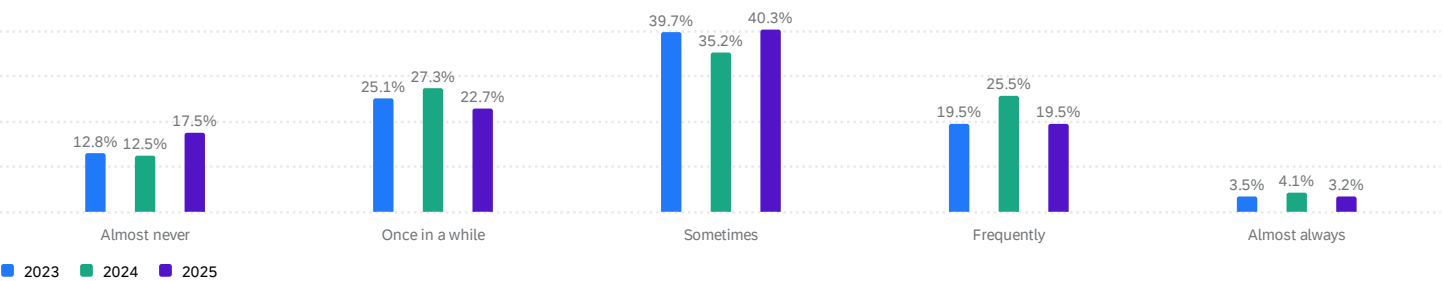
At your school, how often are you encouraged to think more deeply about topics related to race, ethnicity, culture, or belonging? 1,206



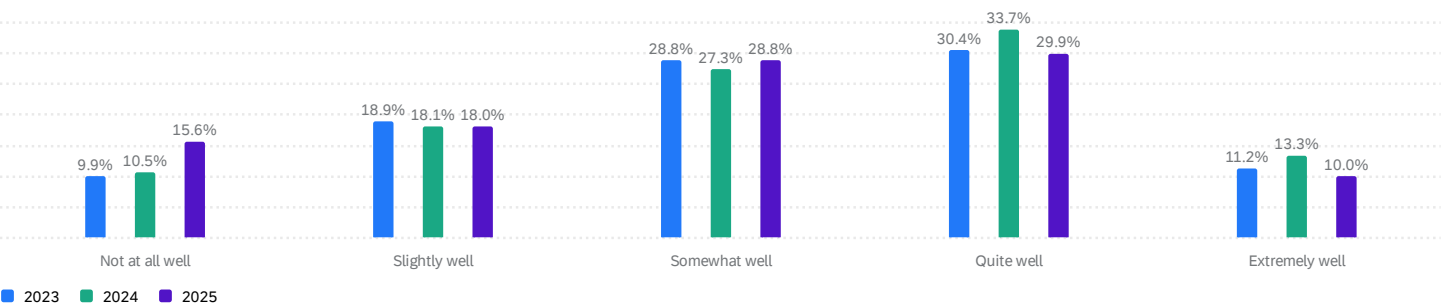
How comfortable are you discussing topics related to race, ethnicity, culture, or belonging with your colleagues? 1,204



How often do adults at your school have important conversations about race, ethnicity, culture, or belonging, even when they might be uncomfortable? 1,201

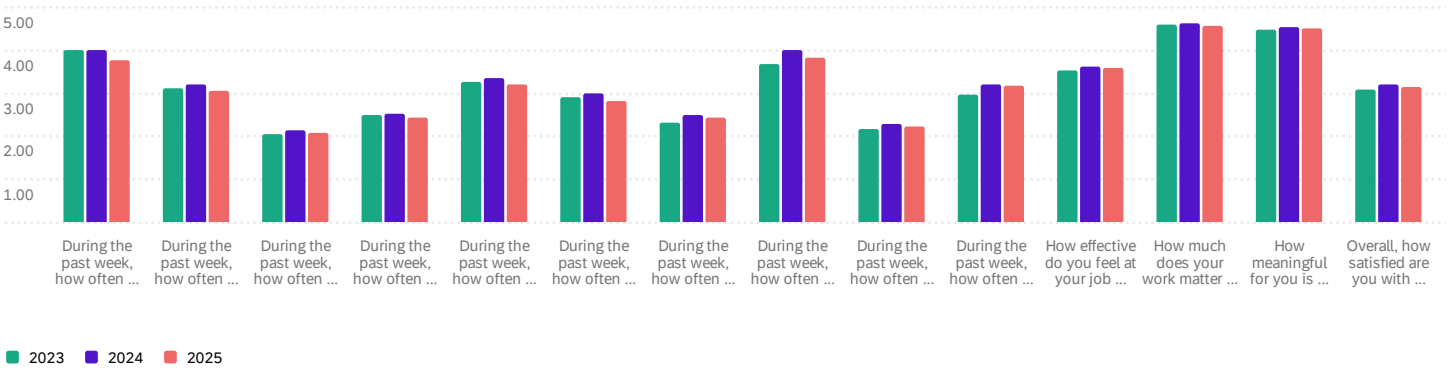


How well does your school help staff speak out against discrimination? 1,186

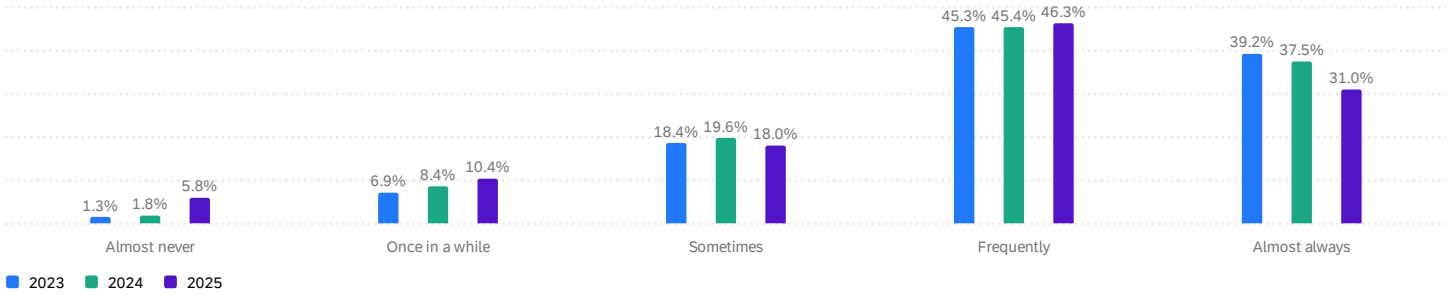


# Well-being

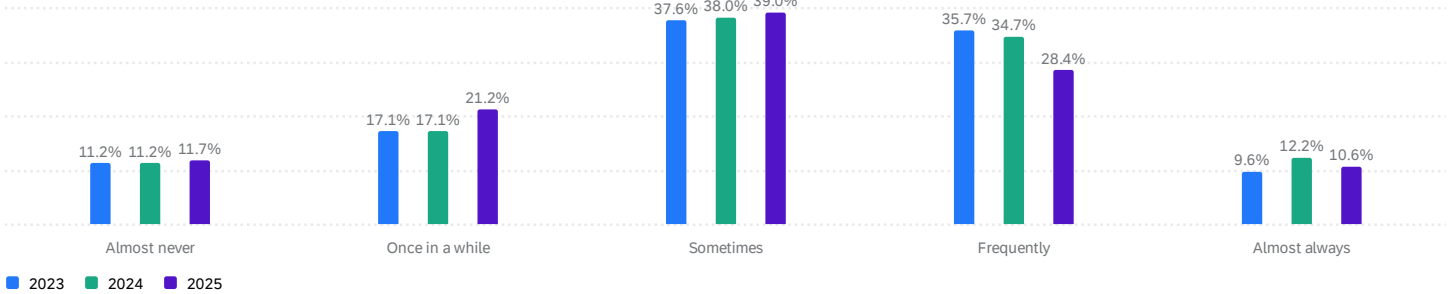
Well-being Overall Ratings 1,221



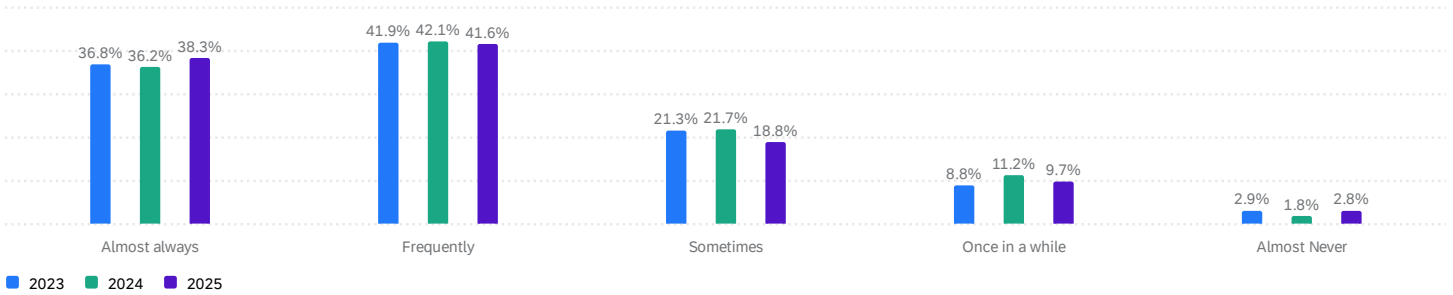
During the past week, how often did you feel engaged at work? 1,219



During the past week, how often did you feel excited at work? 1,218

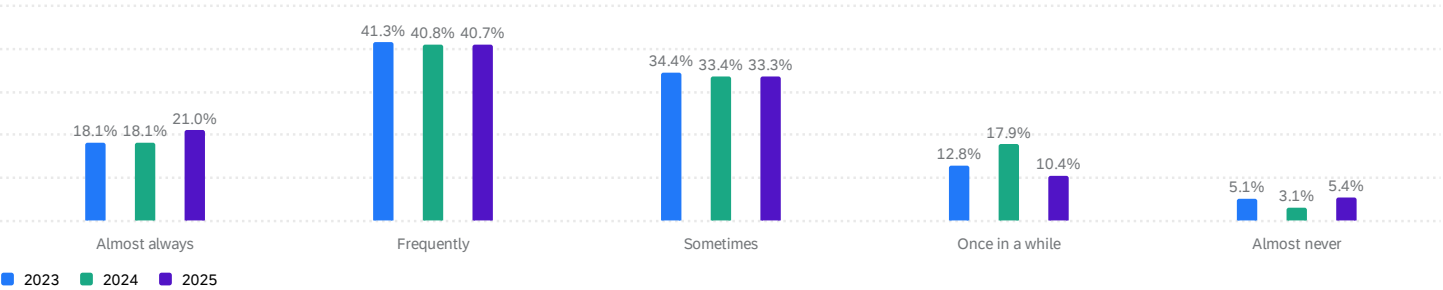


During the past week, how often did you feel exhausted at work? 1,219

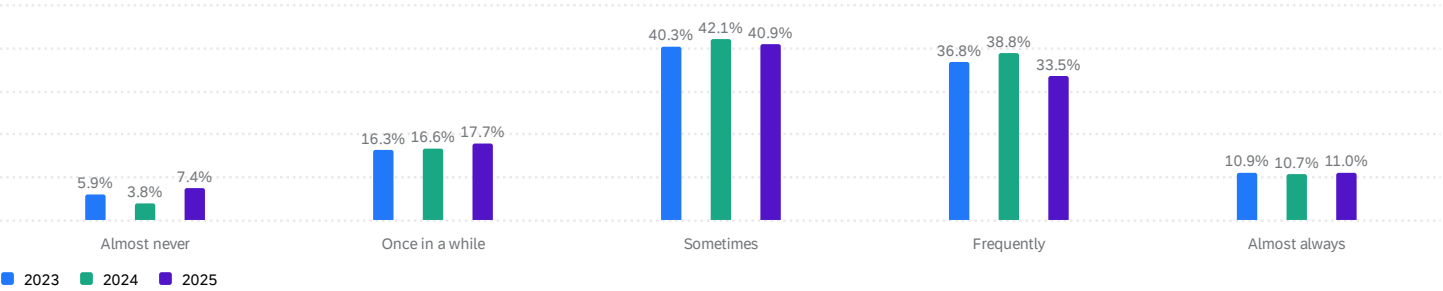




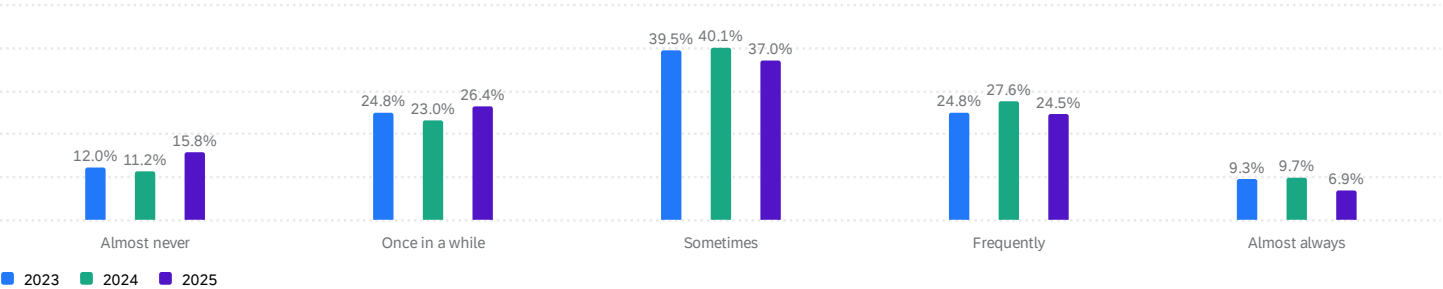
During the past week, how often did you feel frustrated at work? 1,219



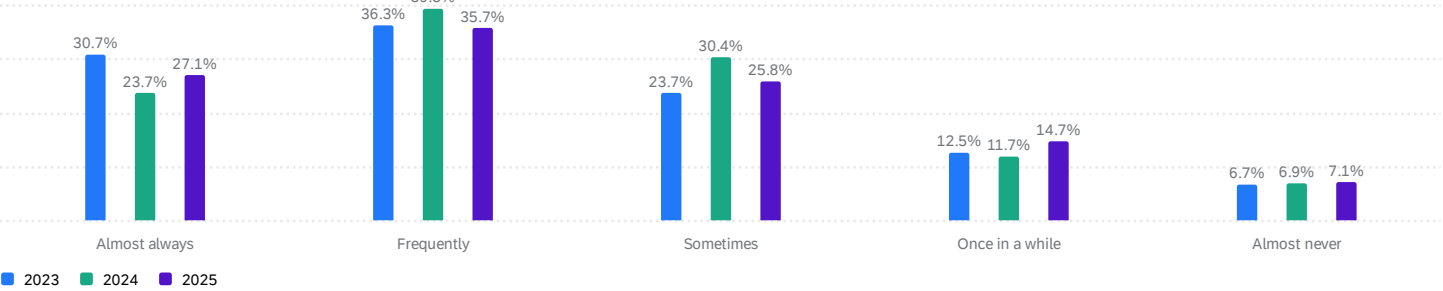
During the past week, how often did you feel happy at work? 1,216



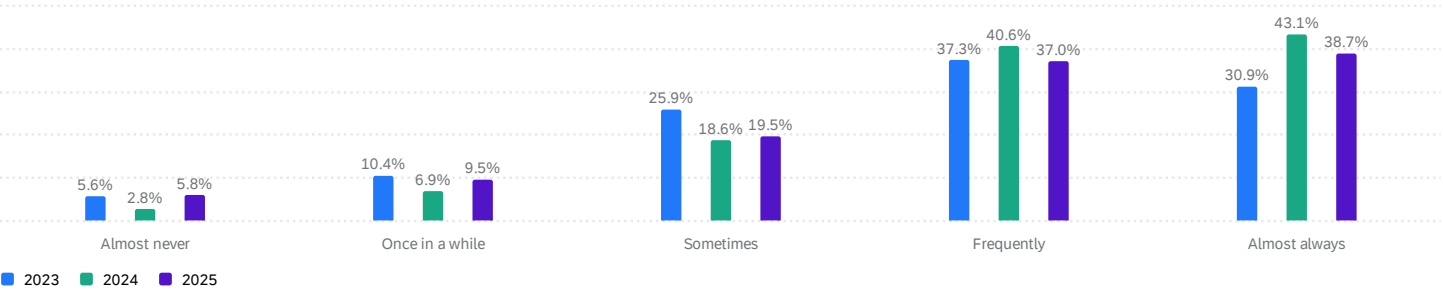
During the past week, how often did you feel hopeful at work? 1,215



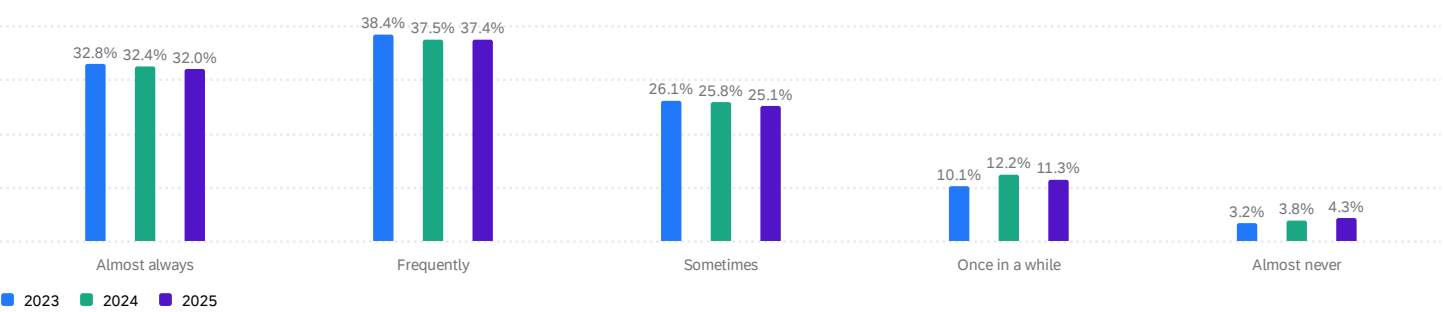
During the past week, how often did you feel overwhelmed at work? 1,214



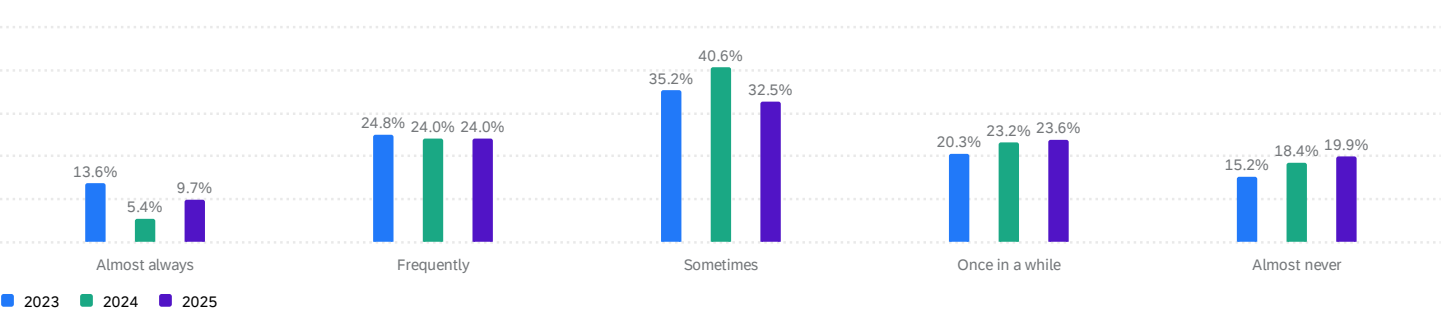
During the past week, how often did you feel safe at work? 1,216



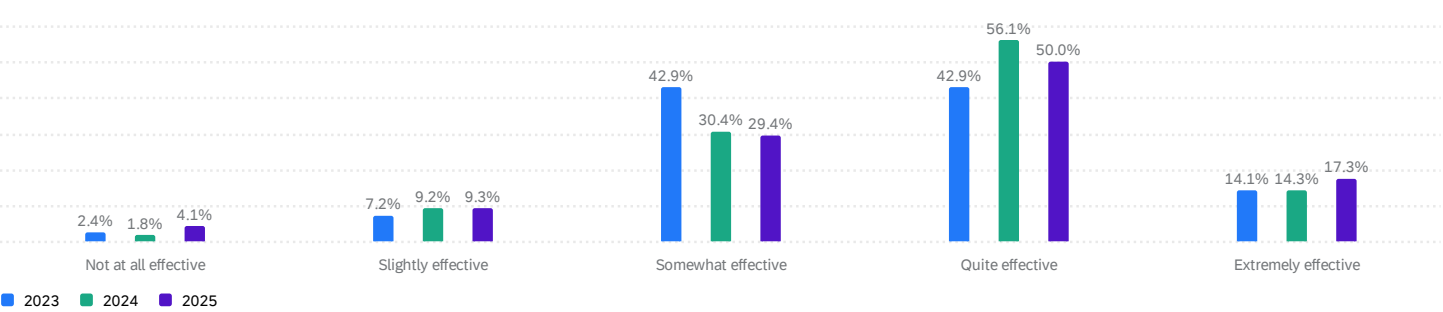
During the past week, how often did you feel stressed at work? 1,214



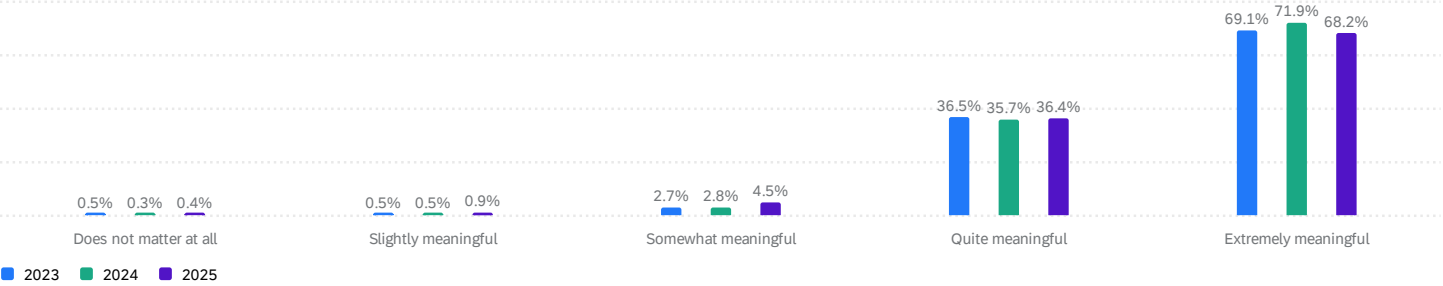
During the past week, how often did you feel worried at work? 1,217



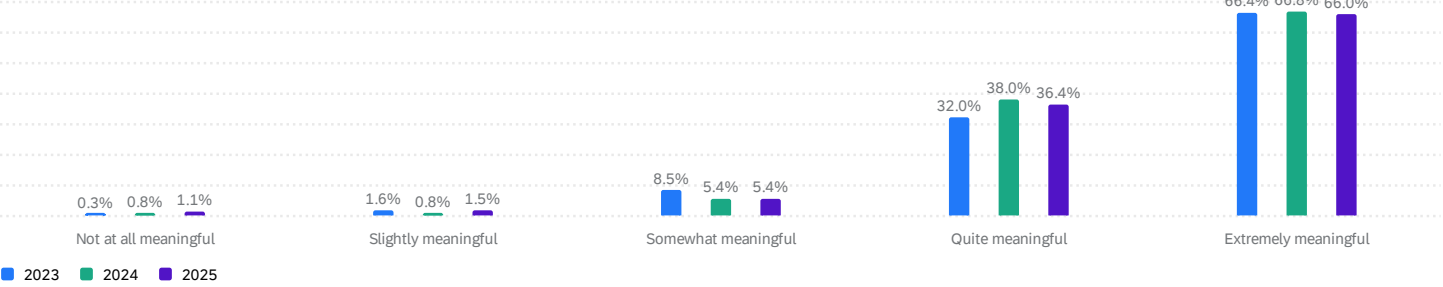
How effective do you feel at your job right now? 1,219



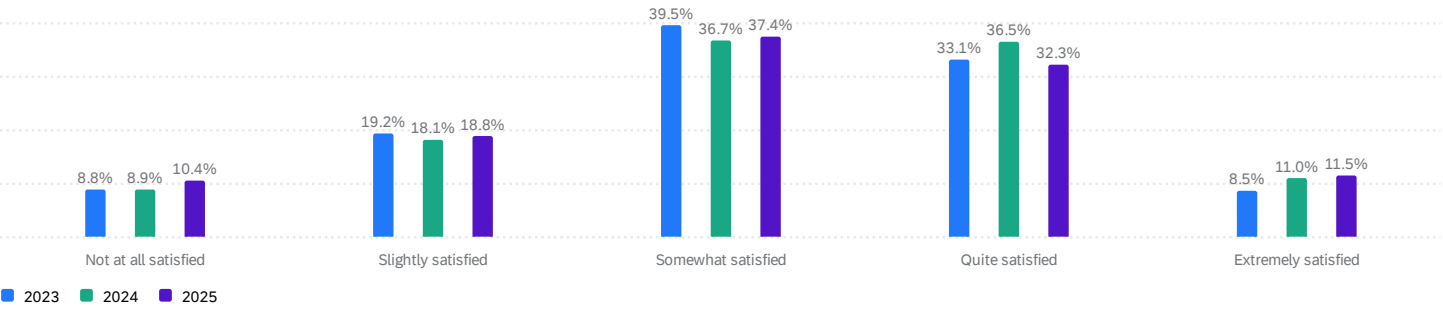
How much does your work matter to you? 1,218



How meaningful for you is the work that you do? 1,218

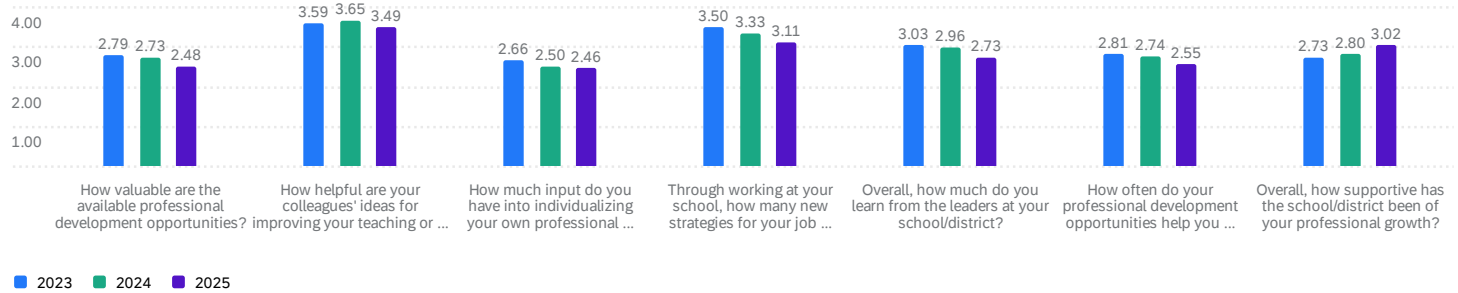


Overall, how satisfied are you with your job right now? 1,217

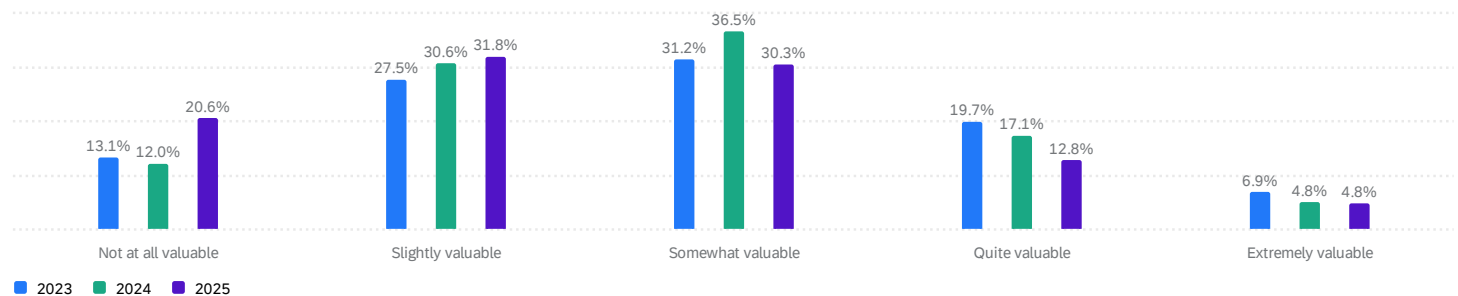


# Professional Learning

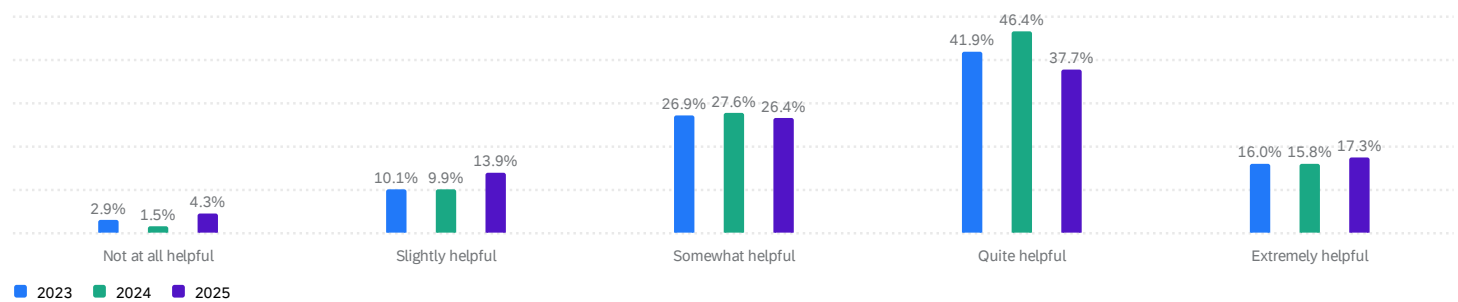
## Professional Learning Overall Ratings 1,207



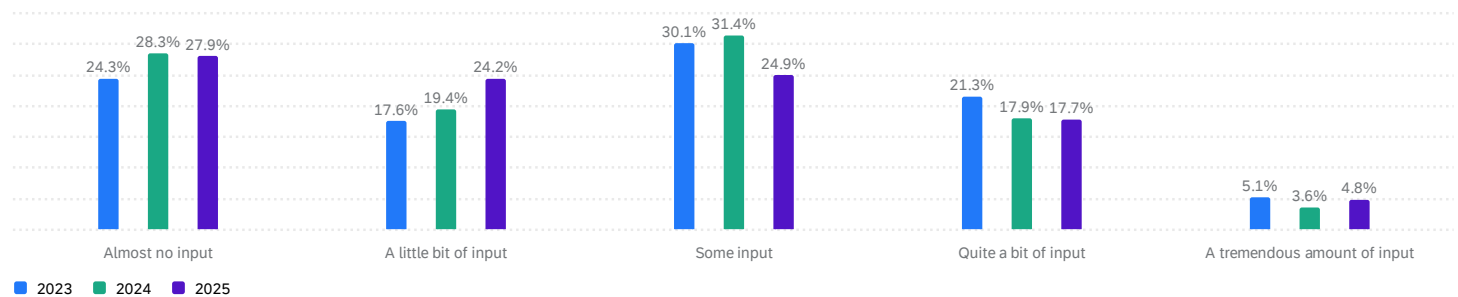
## How valuable are the available professional development opportunities? 1,198



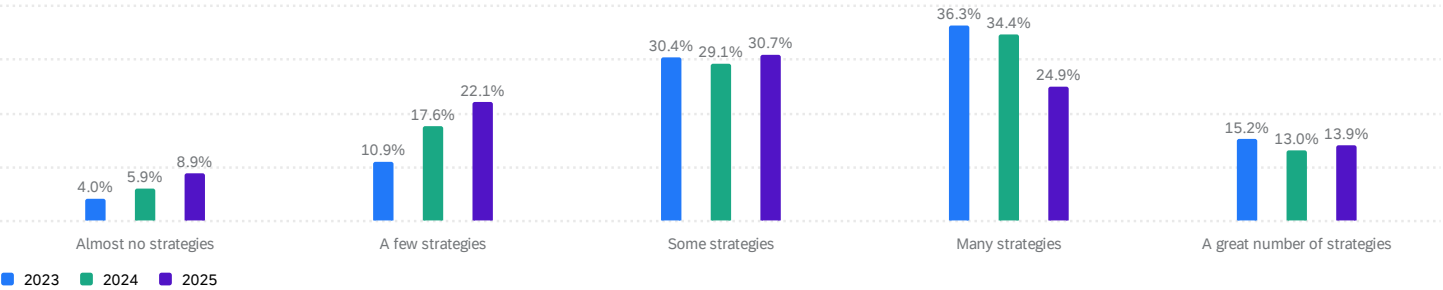
## How helpful are your colleagues' ideas for improving your teaching or work? 1,193



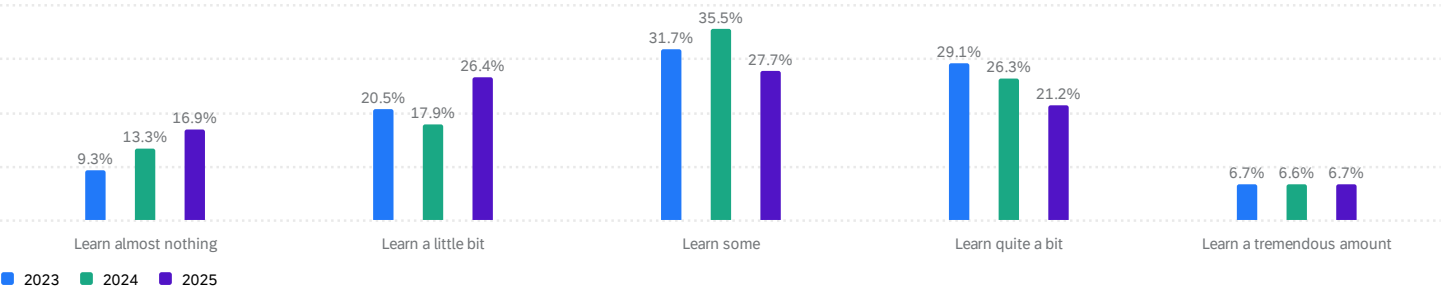
## How much input do you have into individualizing your own professional development opportunities? 1,194



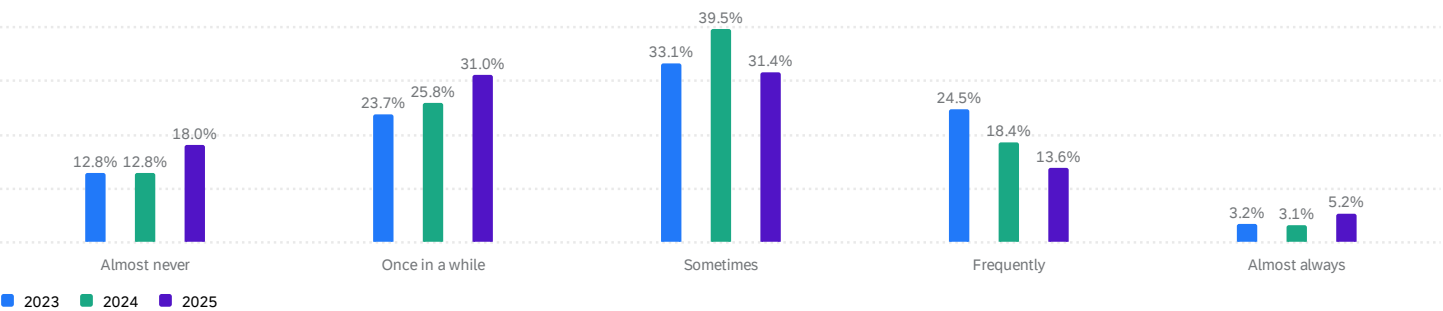
How many new strategies for your job have you learned? 1,195



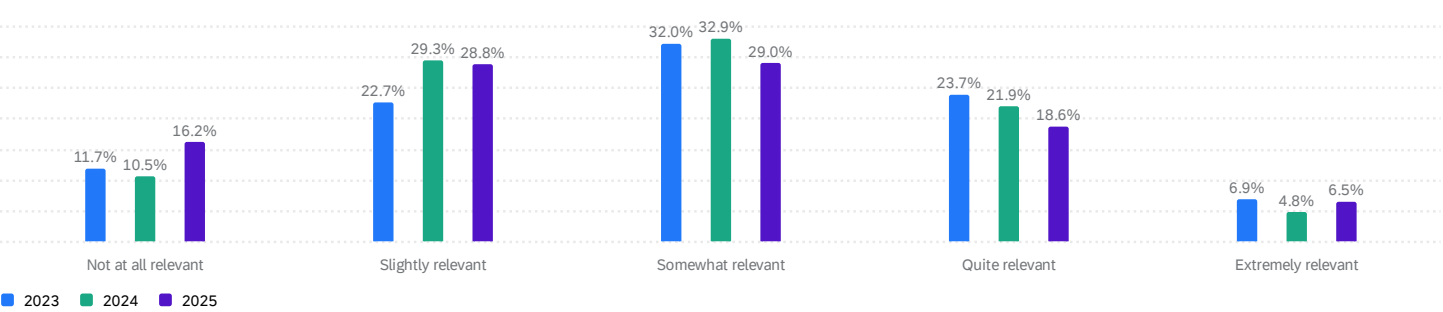
Overall, how much do you learn from the leaders at your school/district? 1,191



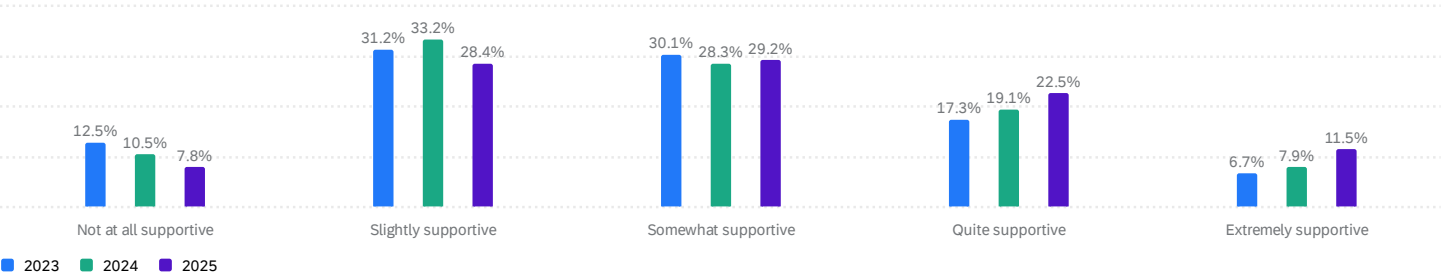
How often do your professional development opportunities help you explore new ideas? 1,191



How relevant have your professional development opportunities been to your work? 1,190

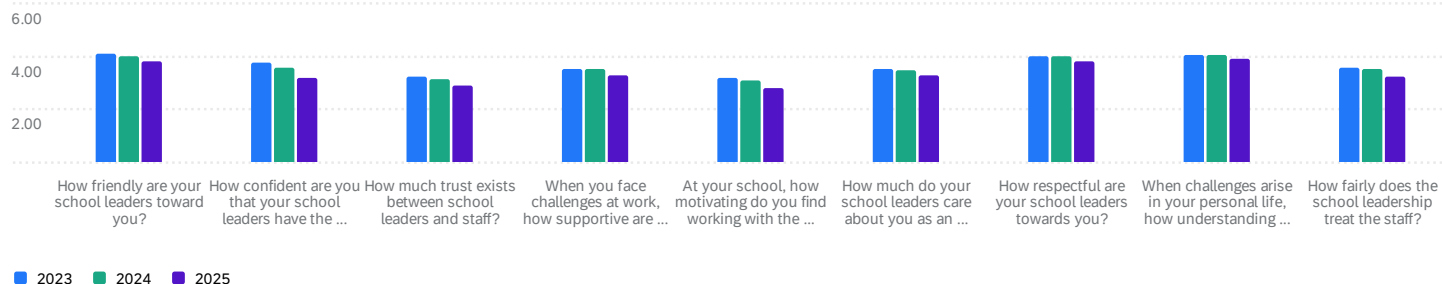


Overall, how supportive has the school/district been of your professional growth? 1,192

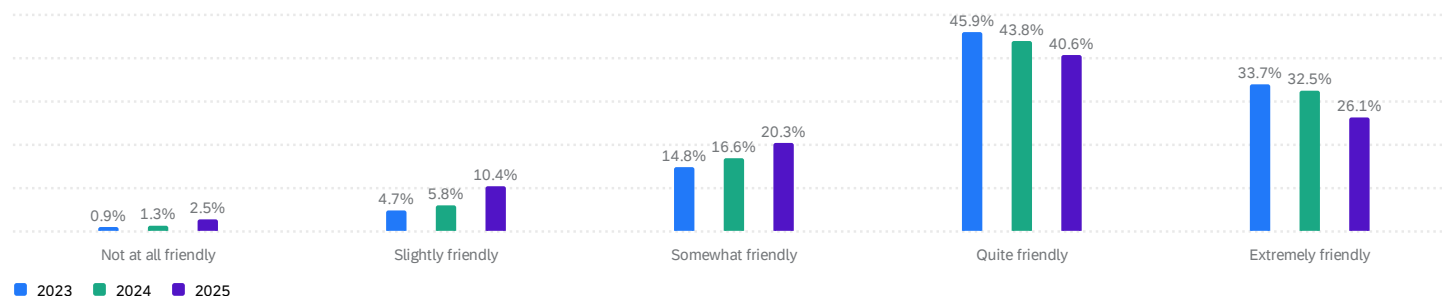


# Staff-Leadership Relationship

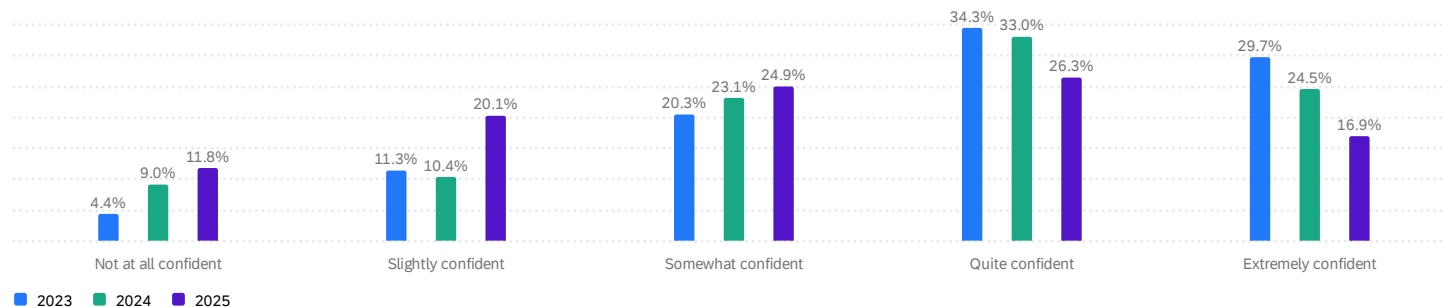
## Staff-Leadership Relationship Overall Ratings 1,156



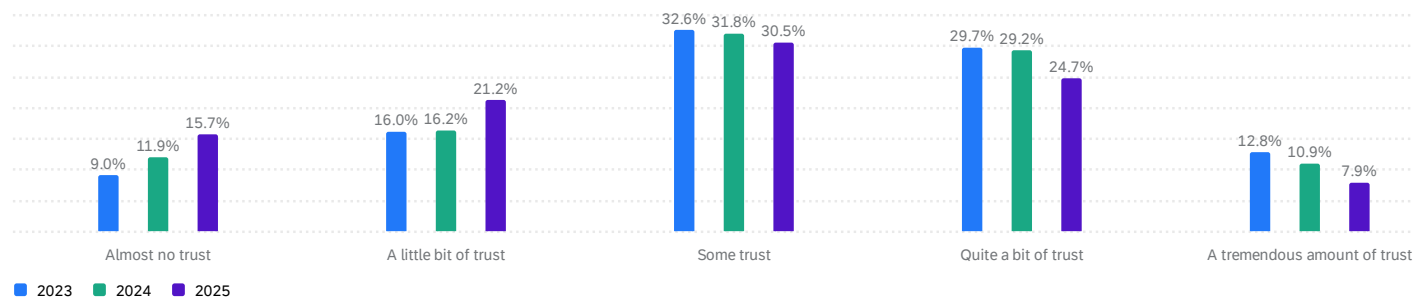
## How friendly are your school leaders toward you? 1,156



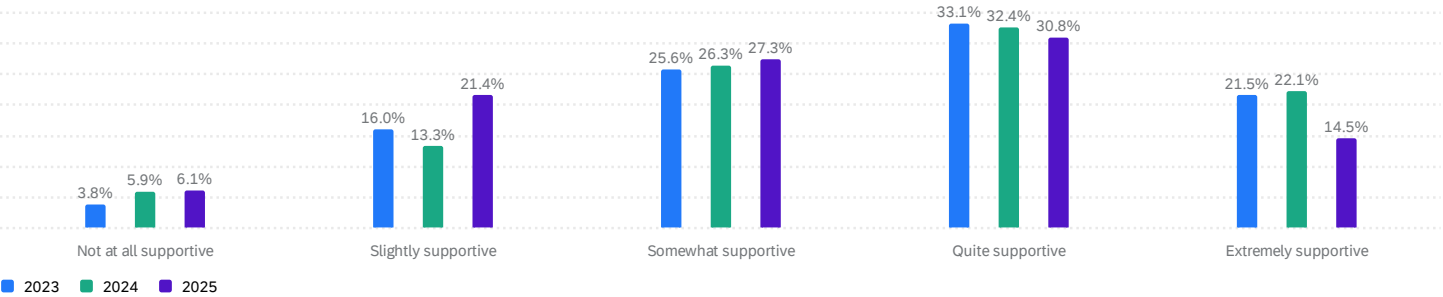
## How confident are you that your school leaders have the best interests of the school in mind? 1,153



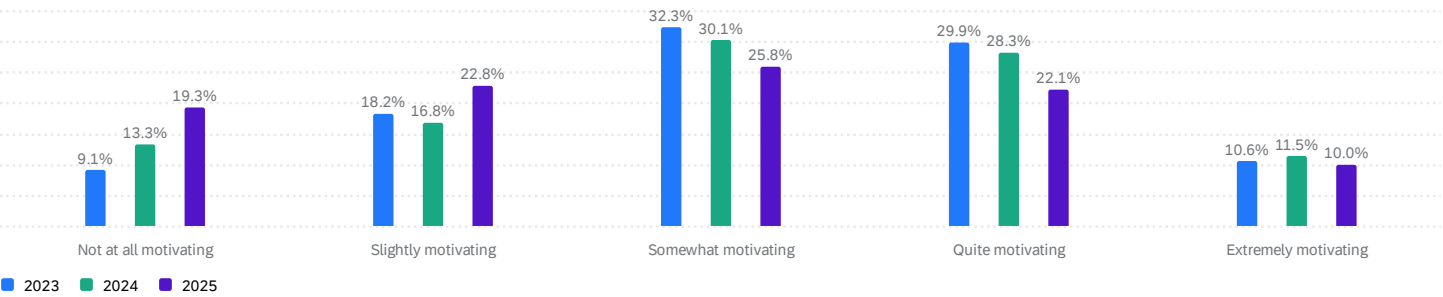
## How much trust exists between school leaders and staff? 1,154



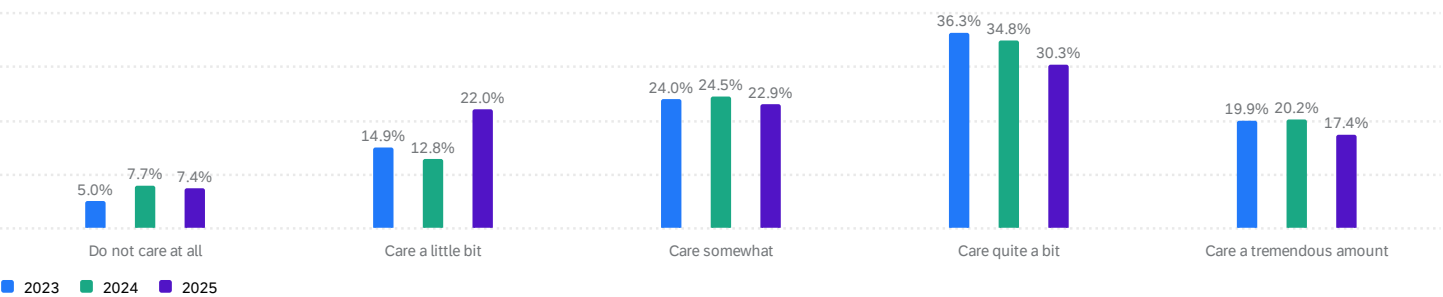
When you face challenges at work, how supportive are your school leaders? 1,149



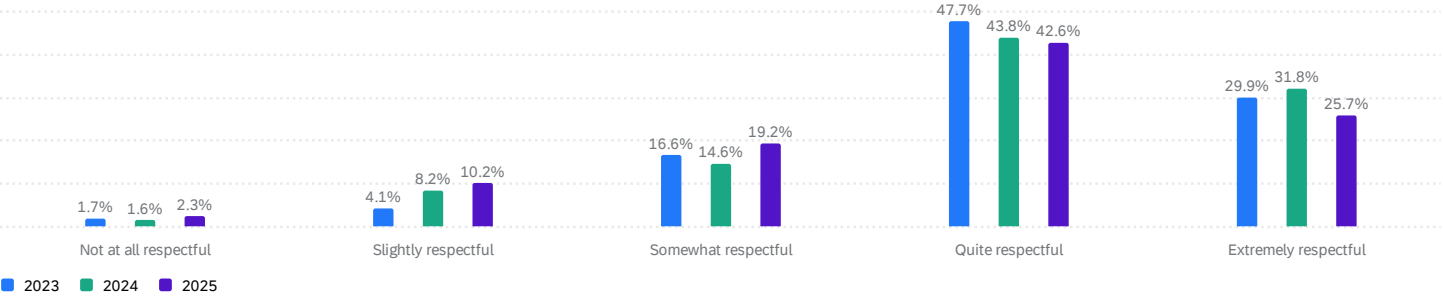
At your school, how motivating do you find working with the leadership team? 1,146



How much do your school leaders care about you as an individual? 1,150

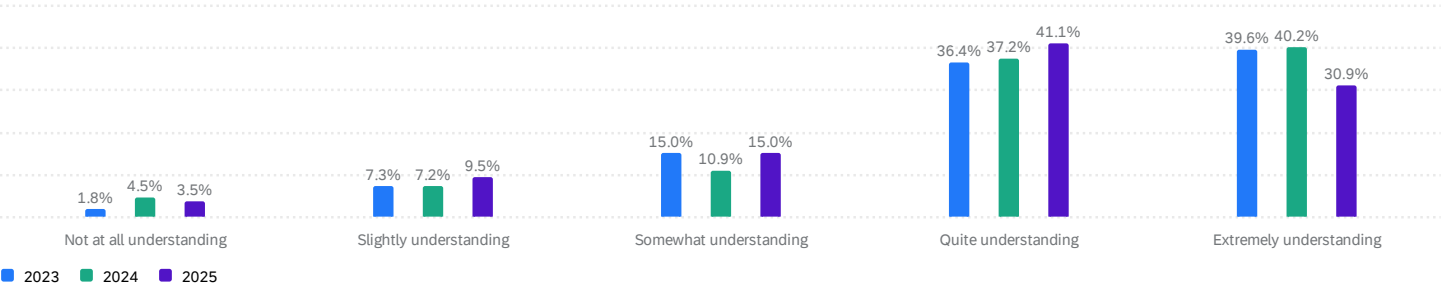


How respectful are your school leaders towards you? 1,153

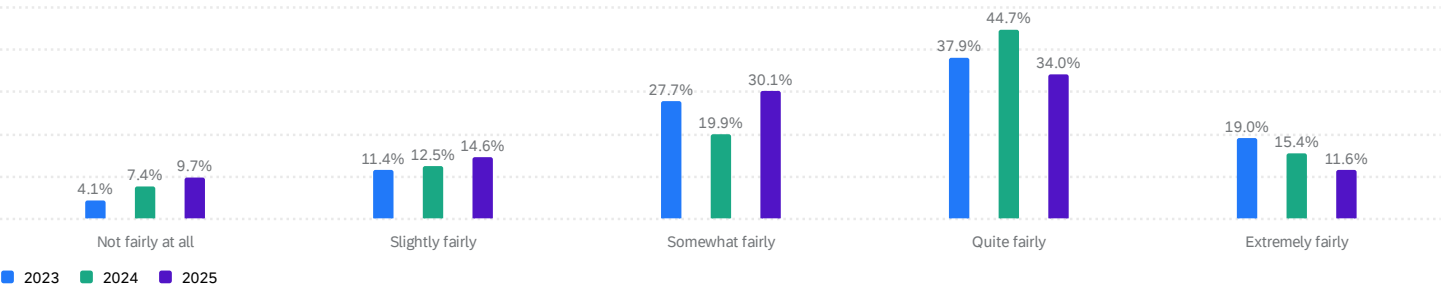




When challenges arise in your personal life, how understanding are your school leaders? 1,150

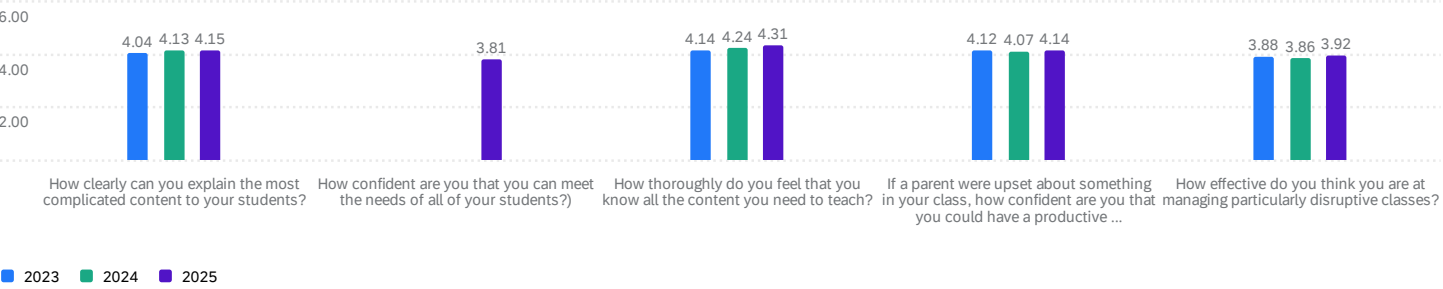


How fairly does the school leadership treat the staff? 1,151

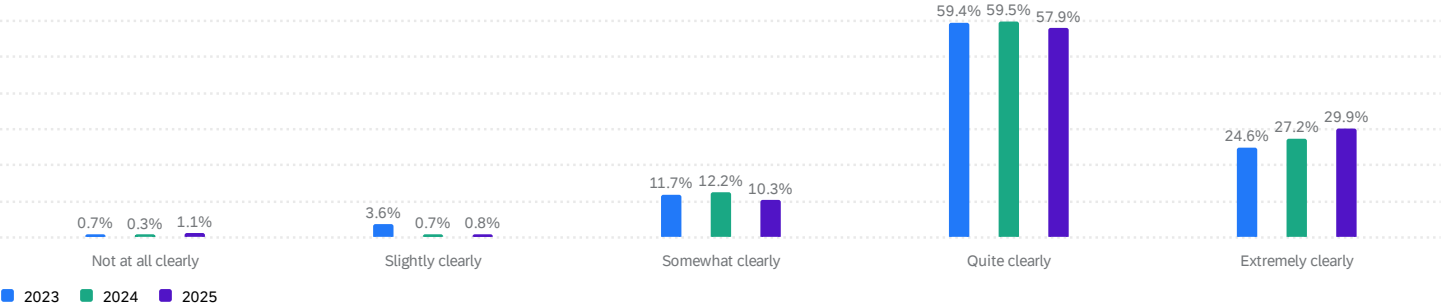


# Teaching Efficacy

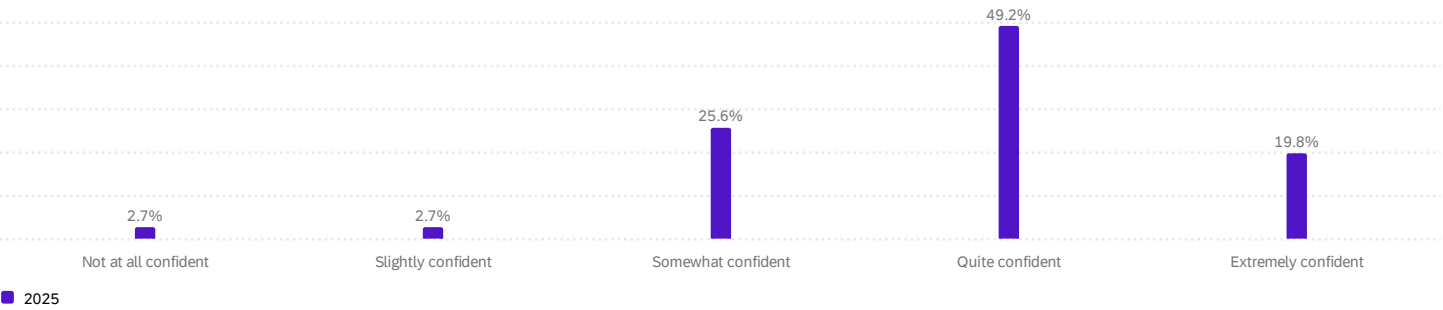
Teaching Efficacy Relationship Overall Ratings 846



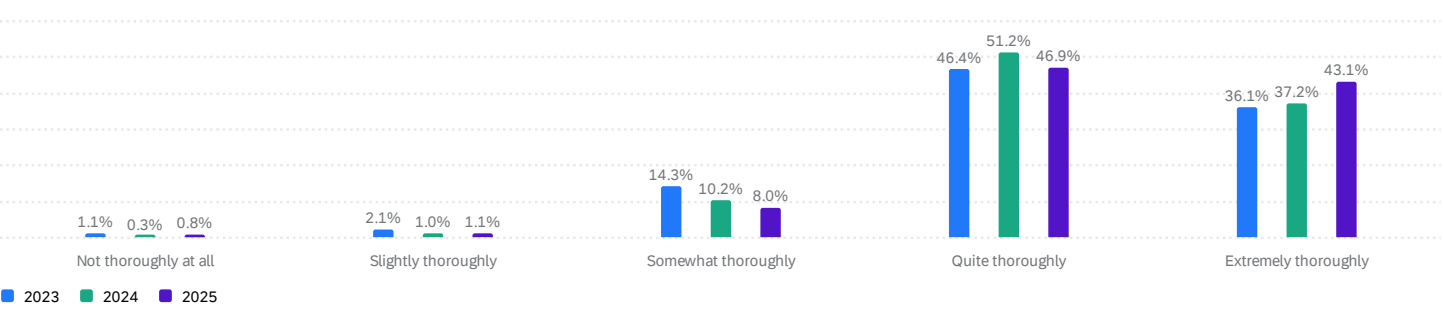
How clearly can you explain the most complicated content to your students? 836



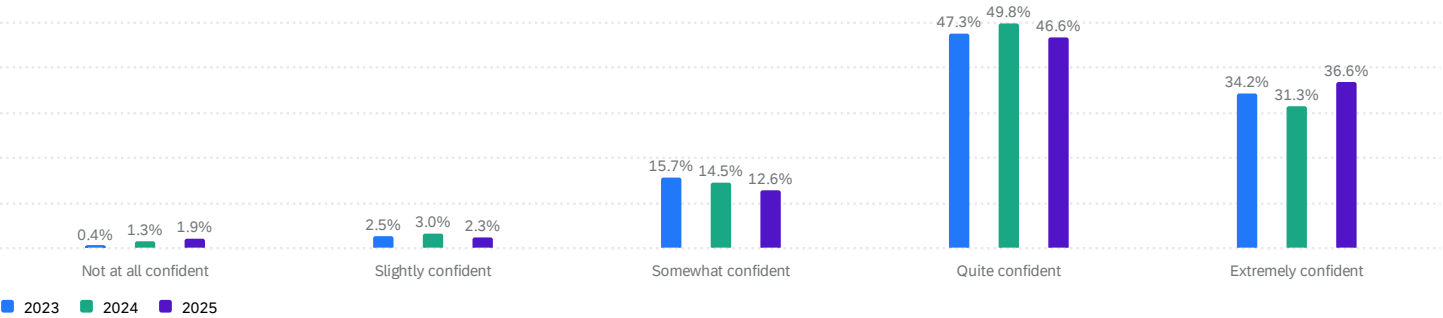
How confident are you that you can meet the needs of all of your students? 262



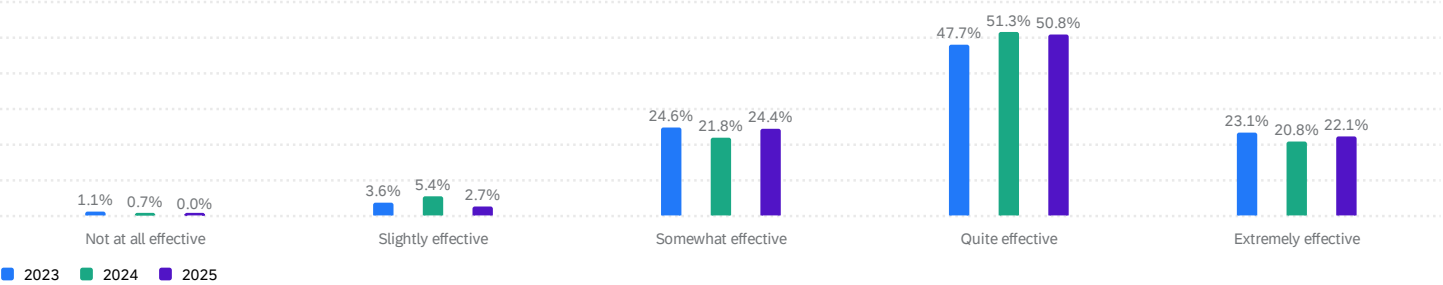
How thoroughly do you feel that you know all the content you need to teach? 835



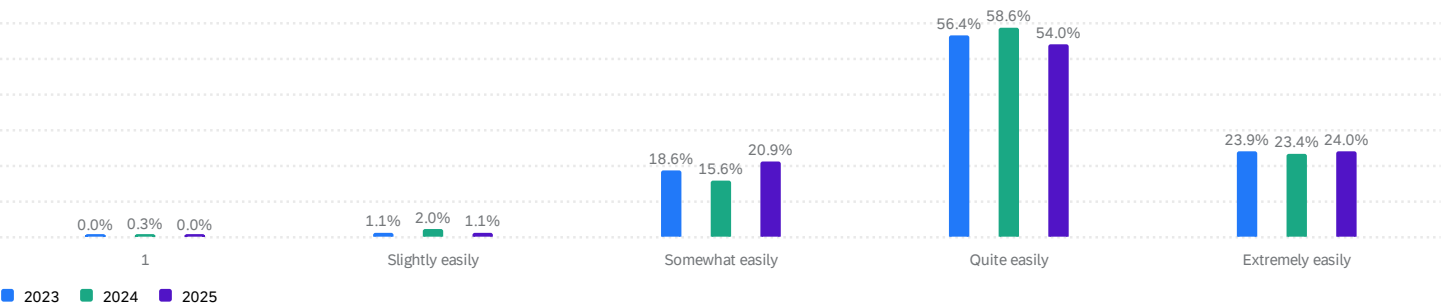
If a parent were upset about something in your class, how confident are you that you could have a productive conversation with this parent? 840



How effective do you think you are at managing particularly disruptive classes? 841



When one of your teaching strategies fails to work for a group of students, how easily can you think of another approach to try? 838



## 2025 Open Ended Response Analysis

The survey asks four main open ended items to gauge employee perceptions of the workplace culture and climate

1. What are the most positive aspects of working at your school?
2. What are the most positive aspects of working in the district?
3. If you could change anything about working at your school, what specific changes would you make?
4. If you could change anything about working in the district, what specific changes would you make?

Across these four questions, the following patterns emerged:

### Positive Aspects of Working

- **Colleagues & Team (922 responses):** The most common positive aspect. Staff deeply value their coworkers and collaborative environment.
- **Students (740 responses):** Relationships with students are described as the heart of the job.
- **Work Meaning/Pride (737 responses):** Many highlight the sense of purpose and impact they feel in their work.

Staff satisfaction is rooted in **relationships (colleagues + students)** and a sense of **meaningful work**.

### Challenges & Desired Changes

- **Support/Resources (658 responses):** Staff want more follow-through, consistency, and additional resources.
- **Leadership Visibility (398 responses):** Requests for more presence and active engagement from school and district leaders.
- **Time/Workload (390 responses):** Calls for more prep/planning time and relief from initiative overload.
- **Discipline/Behavior (227 responses):** Staff want clearer expectations for student behavior and stronger discipline systems.

Challenges are concentrated in **resources, leadership engagement, and workload/discipline systems**.