

CEDAR LANE- FULTON CAMPUS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	17	1	4	2	29	81.5%	18.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	16	2	6	1	29	71.4%	28.6%
3. I personally feel successful in my work.	6	21	1	1		29	93.1%	6.9%
4. I feel involved in decision-making at my school/worksite.	7	11	2	8	1	29	64.3%	35.7%
5. I want to be involved in decision-making at my school/worksite.	6	20		1	2	29	96.3%	3.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	16	3	5		29	72.4%	27.6%
7. In my school/worksite, I am treated as a professional.	9	17	1	1	1	29	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	6	18		5		29	82.8%	17.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	12	1	3	10	29	78.9%	21.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	5	16	2	2	4	29	84.0%	16.0%
11. My work performance is evaluated fairly.	4	19	1	3	2	29	85.2%	14.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	11	2	7	2	29	66.7%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	4	6			19	29	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	9	17		2	1	29	92.9%	7.1%
15. My planning time is respected by my school administrations/supervisors.	7	12	2		8	29	90.5%	9.5%
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	6	13		1	9	29	95.0%	5.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	8	1	7	9	29	60.0%	40.0%
18. Too much instructional time is spent administering assessments.	1	7		9	12	29	47.1%	52.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	8	7	11		29	37.9%	62.1%

20. Increased workload has contributed to a decline in my morale.	6	10	1	10	2	29	59.3%	40.7%
21. I am paid fairly.	2	14	4	8	1	29	57.1%	42.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	15	2	4		28	78.6%	21.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	12	3	9		29	58.6%	41.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	21				29	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	18		2	2	29	92.6%	7.4%
26. In my position, I receive appropriate and adequate support and training.	5	18		5	1	29	82.1%	17.9%
27. During this current school year, I have experienced harassing behavior from colleagues.	1		15	11	2	29	3.7%	96.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	14	12	2	29	3.7%	96.3%
29. During this current school year, I have experienced harassing behavior from parents.		2	15	11	1	29	7.1%	92.9%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	2	6	11	28	52.9%	47.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	11	2	3	12	29	70.6%	29.4%
32. In my school, I spend too much time in meetings.	3	8	2	14	2	29	40.7%	59.3%
33. In my school, there is adequate support for special education students.	10	13	1	4	1	29	82.1%	17.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	12	13	1	1	2	29	92.6%	7.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	10	16	1	1	1	29	92.9%	7.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	20	1	2		29	89.7%	10.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	17	1	6	1	29	75.0%	25.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	20		2		29	93.1%	6.9%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	7	4	15		29	34.5%	65.5%
40. In my class, I feel that students are engaged in virtual learning	6	15	1	5	1	28	77.8%	22.2%

41. Student behavior online is disruptive to learning.	2	8	4	10	4	28	41.7%	58.3%
42. I am worried that students who are online are not actively engaged in class.	4	10	4	9	2	29	51.9%	48.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	6	7	7	4	5	29	54.2%	45.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	7	13	1	7		28	71.4%	28.6%