

CLEMENS CROSSING ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	16	1	3	2	24	81.8%	18.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	12	1	1		24	91.7%	8.3%
3. I personally feel successful in my work.	5	17		3		25	88.0%	12.0%
4. I feel involved in decision-making at my school/worksite.	2	14	1	5	3	25	72.7%	27.3%
5. I want to be involved in decision-making at my school/worksite.	7	16		1	1	25	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	9	1	3		24	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	12	11	1	1		25	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	11	12	1		1	25	95.8%	4.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	13		1	6	24	94.4%	5.6%
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	13		3	4	25	85.7%	14.3%
11. My work performance is evaluated fairly.	8	13	1	2	1	25	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	8	3	9	1	25	50.0%	50.0%
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.	3	6			16	25	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	12	13				25	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	9	13			3	25	100.0%	0.0%
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."	9	12		1	3	25	95.5%	4.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	3		18	2	25	21.7%	78.3%
18. Too much instructional time is spent administering assessments.	2	6	1	11	5	25	40.0%	60.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		7	6	12		25	28.0%	72.0%

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20. Increased workload has contributed to a decline in my morale.	7	12		4	1	24	82.6%	17.4%
21. I am paid fairly.		12	4	9		25	48.0%	52.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	16	2	6		25	68.0%	32.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	2	10	1	25	50.0%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	8	1			25	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	17	1	2	1	25	87.5%	12.5%
26. In my position, I receive appropriate and adequate support and training.	5	14		5	1	25	79.2%	20.8%
27. During this current school year, I have experienced harassing behavior from colleagues.			15	10		25	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			18	7		25	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	2	12	9		25	16.0%	84.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	4	2	11	7	25	27.8%	72.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	11		4	6	25	78.9%	21.1%
32. In my school, I spend too much time in meetings.		4	4	17		25	16.0%	84.0%
33. In my school, there is adequate support for special education students.	1	7	3	10	3	24	38.1%	61.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	11	11		1	1	24	95.7%	4.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	7	15		2		24	91.7%	8.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	15		1	1	24	95.7%	4.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	8	11		5		24	79.2%	20.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	17		1		24	95.8%	4.2%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	7	3	9		24	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	4	12		5	3	24	76.2%	23.8%

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41. Student behavior online is disruptive to learning.	1	5	2	14	2	24	27.3%	72.7%
42. I am worried that students who are online are not actively engaged in class.	6	9	1	6	2	24	68.2%	31.8%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	13	3	4	3	24	66.7%	33.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	14		5	4	25	76.2%	23.8%