

GORMAN CROSSING ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	12	14	1	1	2	30	92.9%	7.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	18		2		30	93.3%	6.7%
3. I personally feel successful in my work.	6	21	1	2		30	90.0%	10.0%
4. I feel involved in decision-making at my school/worksite.	4	17		7	2	30	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	8	18		4		30	86.7%	13.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	16		6		30	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	17	12		1		30	96.7%	3.3%
8. There is good teamwork among staff in my school/worksite.	14	15		1		30	96.7%	3.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	14		3	6	30	87.5%	12.5%
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.	4	17		6	3	30	77.8%	22.2%
11. My work performance is evaluated fairly.	9	15		4	1	29	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	16	4	7		30	63.3%	36.7%
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.	1	7		2	18	28	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	15	15				30	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	14	1		3	30	96.3%	3.7%
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	13		2	6	30	91.7%	8.3%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		9	4	11	6	30	37.5%	62.5%
18. Too much instructional time is spent administering assessments.	1	8	1	12	7	29	40.9%	59.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	3	7	3	30	63.0%	37.0%

20. Increased workload has contributed to a decline in my morale.	7	11	1	10	1	30	62.1%	37.9%
21. I am paid fairly.		7	7	16		30	23.3%	76.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	23		4		30	86.7%	13.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		16	2	12		30	53.3%	46.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	15		4	1	30	86.2%	13.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	14		7	7	30	69.6%	30.4%
26. In my position, I receive appropriate and adequate support and training.	2	25		3		30	90.0%	10.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	19	8	1	30	6.9%	93.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			23	7		30	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	1	16	11	1	30	6.9%	93.1%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	1	12	10	30	35.0%	65.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	14			9	30	100.0%	0.0%
32. In my school, I spend too much time in meetings.		6	3	18	3	30	22.2%	77.8%
33. In my school, there is adequate support for special education students.		16	1	8	4	29	64.0%	36.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	14	14			1	29	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	13	16				29	100.0%	0.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	18		8	1	29	71.4%	28.6%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	17		9	1	29	67.9%	32.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	20		3	1	29	89.3%	10.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	13		13	1	29	53.6%	46.4%
40. In my class, I feel that students are engaged in virtual learning		16	1	5	7	29	72.7%	27.3%

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41. Student behavior online is disruptive to learning.		7	4	12	6	29	30.4%	69.6%
42. I am worried that students who are online are not actively engaged in class.	10	8		5	6	29	78.3%	21.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	11	2	5	7	29	68.2%	31.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	14		7	5	30	72.0%	28.0%