

## ATHOLTON ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	18	1	6		29	75.9%	24.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	14		3		27	88.9%	11.1%
3. I personally feel successful in my work.	6	17	2	4		29	79.3%	20.7%
4. I feel involved in decision-making at my school/worksite.	9	11		8	1	29	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	9	15		3	2	29	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	12		5		28	82.1%	17.9%
7. In my school/worksite, I am treated as a professional.	13	13		3		29	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	12	16		1		29	96.6%	3.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	17	3	2	3	29	80.8%	19.2%
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.	7	16	2	2	2	29	85.2%	14.8%
11. My work performance is evaluated fairly.	12	13		3	1	29	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	3	13		29	44.8%	55.2%
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.	7	5		3	13	28	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	15	14				29	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	8	18			3	29	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."	8	10			8	26	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	5	5	9	8	29	33.3%	66.7%
18. Too much instructional time is spent administering assessments.	3	8		13	5	29	45.8%	54.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		10	5	10	3	28	40.0%	60.0%

20. Increased workload has contributed to a decline in my morale.	7	17	1	3	1	29	85.7%	14.3%
21. I am paid fairly.		11	5	12		28	39.3%	60.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	4	7		28	60.7%	39.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	5	7		29	58.6%	41.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	13		2	1	29	92.9%	7.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	18	2	4	3	29	76.9%	23.1%
26. In my position, I receive appropriate and adequate support and training.	4	17	1	7		29	72.4%	27.6%
27. During this current school year, I have experienced harassing behavior from colleagues.			22	6	1	29	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			20	9		29	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		4	13	11	1	29	14.3%	85.7%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	4	12	8	28	20.0%	80.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	18		1	8	29	95.2%	4.8%
32. In my school, I spend too much time in meetings.	1	13	1	13		28	50.0%	50.0%
33. In my school, there is adequate support for special education students.	3	9	2	12	3	29	46.2%	53.8%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	13	16				29	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	13	13		3		29	89.7%	10.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	20	1	2	1	29	89.3%	10.7%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	14	1	6	2	29	74.1%	25.9%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	19		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.	1	17	3	8		29	62.1%	37.9%
40. In my class, I feel that students are engaged in virtual learning	6	15		4	4	29	84.0%	16.0%

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41. Student behavior online is disruptive to learning.		5	7	12	5	29	20.8%	79.2%
42. I am worried that students who are online are not actively engaged in class.	4	11	3	8	3	29	57.7%	42.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	14	1	6	5	29	70.8%	29.2%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	17		4	6	29	82.6%	17.4%