

ATHOLTON HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	30	10	21	6	69	50.8%	49.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	37	5	23	1	69	58.8%	41.2%
3. I personally feel successful in my work.	8	39	3	17	1	68	70.1%	29.9%
4. I feel involved in decision-making at my school/worksite.		21	8	39	1	69	30.9%	69.1%
5. I want to be involved in decision-making at my school/worksite.	9	48		8	4	69	87.7%	12.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	36	4	24	2	69	58.2%	41.8%
7. In my school/worksite, I am treated as a professional.	7	45	3	14		69	75.4%	24.6%
8. There is good teamwork among staff in my school/worksite.	11	41	4	12	1	69	76.5%	23.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	37	4	16	6	69	68.3%	31.7%
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.	11	35	3	9	11	69	79.3%	20.7%
11. My work performance is evaluated fairly.	7	44	3	9	4	67	81.0%	19.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	27	18	19		69	46.4%	53.6%
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.	6	17		1	43	67	95.8%	4.2%
14. My administrators/supervisors respect the negotiated contracts.	7	52		8	2	69	88.1%	11.9%
15. My planning time is respected by my school administrations/supervisors.	8	46	1	8	6	69	85.7%	14.3%
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."	7	35		10	17	69	80.8%	19.2%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	10	10	35	9	68	23.7%	76.3%
18. Too much instructional time is spent administering assessments.	7	20	3	27	12	69	47.4%	52.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	28	11	26	2	69	44.8%	55.2%

20. Increased workload has contributed to a decline in my morale.	27	29	2	9	2	69	83.6%	16.4%
21. I am paid fairly.	3	25	16	25		69	40.6%	59.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	18	19	27		69	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	26	26	1	69	23.5%	76.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	31	6	5		69	84.1%	15.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	40	3	13	11	69	72.4%	27.6%
26. In my position, I receive appropriate and adequate support and training.	5	44	2	18		69	71.0%	29.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	6	30	30	2	69	10.4%	89.6%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		8	28	31	2	69	11.9%	88.1%
29. During this current school year, I have experienced harassing behavior from parents.	2	10	21	32	4	69	18.5%	81.5%
30. At my school I spend most of my PIP time on non-instructional activities.	2	12	3	35	17	69	26.9%	73.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	37	2	17	11	69	67.2%	32.8%
32. In my school, I spend too much time in meetings.	3	25	2	38	1	69	41.2%	58.8%
33. In my school, there is adequate support for special education students.	6	30	2	23	8	69	59.0%	41.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	15	45		7	2	69	89.6%	10.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	35	5	15	2	69	70.1%	29.9%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	42	4	16	3	69	69.7%	30.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	37	5	18	2	68	65.2%	34.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	49	3	10	1	69	80.9%	19.1%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	6	28	2	33		69	49.3%	50.7%
40. In my class, I feel that students are engaged in virtual learning	3	39	5	16	6	69	66.7%	33.3%

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41. Student behavior online is disruptive to learning.		3	23	37	6	69	4.8%	95.2%
42. I am worried that students who are online are not actively engaged in class.	24	24	1	15	5	69	75.0%	25.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	38	7	12	8	69	68.9%	31.1%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	38	5	15	5	69	68.8%	31.3%