

BELLOWS SPRING ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	19	1	13	1	40	64.1%	35.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	24		6		40	85.0%	15.0%
3. I personally feel successful in my work.	9	25	1	5		40	85.0%	15.0%
4. I feel involved in decision-making at my school/worksite.	5	17		13	5	40	62.9%	37.1%
5. I want to be involved in decision-making at my school/worksite.	10	21	1	5	3	40	83.8%	16.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	14	3	7		40	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	21	15		4		40	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	14	22		4		40	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	16	4	4	8	40	75.0%	25.0%
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.	3	30		3	4	40	91.7%	8.3%
11. My work performance is evaluated fairly.	13	21	1	4	1	40	87.2%	12.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	14	7	14		40	47.5%	52.5%
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.	2	5		1	31	39	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	19	20		1		40	97.5%	2.5%
15. My planning time is respected by my school administrations/supervisors.	15	14		1	9	39	96.7%	3.3%
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."	10	21		4	5	40	88.6%	11.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	10	6	15	7	39	34.4%	65.6%
18. Too much instructional time is spent administering assessments.	6	4		15	14	39	40.0%	60.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		15	9	15	1	40	38.5%	61.5%

20. Increased workload has contributed to a decline in my morale.	18	11	1	9	1	40	74.4%	25.6%
21. I am paid fairly.	3	8	11	18		40	27.5%	72.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	12	5	14		40	52.5%	47.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	23	5	10		40	62.5%	37.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	18	1	3	1	40	89.7%	10.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	20	2	12	2	40	63.2%	36.8%
26. In my position, I receive appropriate and adequate support and training.	4	23	2	10		39	69.2%	30.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	28	10	1	40	2.6%	97.4%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	29	7	1	40	7.7%	92.3%
29. During this current school year, I have experienced harassing behavior from parents.		6	21	12	1	40	15.4%	84.6%
30. At my school I spend most of my PIP time on non-instructional activities.	4	5	2	17	12	40	32.1%	67.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	19		3	14	40	88.5%	11.5%
32. In my school, I spend too much time in meetings.	5	6	3	26		40	27.5%	72.5%
33. In my school, there is adequate support for special education students.	1	9	6	21	3	40	27.0%	73.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	16	22		2		40	95.0%	5.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	15	24				39	100.0%	0.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	28		5	2	40	86.8%	13.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	20	4	15		40	52.5%	47.5%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	28	1	6		40	82.5%	17.5%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	15	1	19		40	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	3	24	3	5	5	40	77.1%	22.9%

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41. Student behavior online is disruptive to learning.		11	8	15	6	40	32.4%	67.6%
42. I am worried that students who are online are not actively engaged in class.	2	19	1	11	7	40	63.6%	36.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	14	11	6	7	40	48.5%	51.5%
44. I feel that I have the curricular resources and support I need to do my job this year.		18	3	14	5	40	51.4%	48.6%