

## HANOVER HILLS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	11	16		5		32	84.4%	15.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	15		3		33	90.9%	9.1%
3. I personally feel successful in my work.	8	22		3		33	90.9%	9.1%
4. I feel involved in decision-making at my school/worksite.	6	21	2	3	1	33	84.4%	15.6%
5. I want to be involved in decision-making at my school/worksite.	12	20		1		33	97.0%	3.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	13		3		33	90.9%	9.1%
7. In my school/worksite, I am treated as a professional.	19	13		1		33	97.0%	3.0%
8. There is good teamwork among staff in my school/worksite.	14	19				33	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20		3	5	33	89.3%	10.7%
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.	9	19	1	1	3	33	93.3%	6.7%
11. My work performance is evaluated fairly.	15	18				33	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	14	3	10	1	33	59.4%	40.6%
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.	4	4			25	33	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	15	14		3	1	33	90.6%	9.4%
15. My planning time is respected by my school administrations/supervisors.	10	15	1	5	2	33	80.6%	19.4%
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."	15	13	1	1	3	33	93.3%	6.7%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	10	3	14	2	33	45.2%	54.8%
18. Too much instructional time is spent administering assessments.		12	1	11	8	32	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	2	11	1	33	59.4%	40.6%

20. Increased workload has contributed to a decline in my morale.	6	14		10	3	33	66.7%	33.3%
21. I am paid fairly.	1	8	6	18		33	27.3%	72.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	18	1	6		32	78.1%	21.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	18		10	1	33	68.8%	31.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	17				33	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	21	2	4	1	33	81.3%	18.8%
26. In my position, I receive appropriate and adequate support and training.	7	21		5		33	84.8%	15.2%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	24	7		33	6.1%	93.9%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			26	7		33	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	1	14	16		32	6.3%	93.8%
30. At my school I spend most of my PIP time on non-instructional activities.		2	5	16	10	33	8.7%	91.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	16		1	12	33	95.2%	4.8%
32. In my school, I spend too much time in meetings.	4	10	2	14	3	33	46.7%	53.3%
33. In my school, there is adequate support for special education students.	2	13	4	13	1	33	46.9%	53.1%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	13	13	1	1	4	32	92.9%	7.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	19		1	1	33	96.9%	3.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	15		7	3	33	76.7%	23.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	8	17	1	6	1	33	78.1%	21.9%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	23		3	1	33	90.6%	9.4%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	10	4	14	2	32	40.0%	60.0%
40. In my class, I feel that students are engaged in virtual learning		21	1	6	5	33	75.0%	25.0%

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41. Student behavior online is disruptive to learning.		8	6	17	2	33	25.8%	74.2%
42. I am worried that students who are online are not actively engaged in class.	6	17		7	2	32	76.7%	23.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	16	1	9	3	33	66.7%	33.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	17		9	3	33	70.0%	30.0%