

**HOLLIFIELD STATION ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	24	2	7	2	39	75.7%	24.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	22		6		41	85.4%	14.6%
3. I personally feel successful in my work.	5	26	2	8		41	75.6%	24.4%
4. I feel involved in decision-making at my school/worksite.	7	19	3	7	4	40	72.2%	27.8%
5. I want to be involved in decision-making at my school/worksite.	6	28	1	2	4	41	91.9%	8.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	18	1	9	1	41	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	17	22		2		41	95.1%	4.9%
8. There is good teamwork among staff in my school/worksite.	18	21	1	1		41	95.1%	4.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	26	2	5	3	41	81.6%	18.4%
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.	10	25	1	3	1	40	89.7%	10.3%
11. My work performance is evaluated fairly.	10	21	2	8		41	75.6%	24.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	16	6	14	1	41	50.0%	50.0%
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	9			25	40	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	20	17		4		41	90.2%	9.8%
15. My planning time is respected by my school administrations/supervisors.	12	19		2	8	41	93.9%	6.1%
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."	17	17		2	5	41	94.4%	5.6%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	8	15	2	14	2	41	59.0%	41.0%
18. Too much instructional time is spent administering assessments.	6	14	2	12	7	41	58.8%	41.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	8	15	1	41	42.5%	57.5%

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20. Increased workload has contributed to a decline in my morale.	17	15	1	7	1	41	80.0%	20.0%
21. I am paid fairly.	2	11	10	17		40	32.5%	67.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	16	2	9		39	71.8%	28.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	22	6	11		40	57.5%	42.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	14	3	5	1	41	80.0%	20.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	26		8	4	41	78.4%	21.6%
26. In my position, I receive appropriate and adequate support and training.	7	21	1	12		41	68.3%	31.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	31	7	1	41	5.0%	95.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	30	9	1	41	2.5%	97.5%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	21	13	2	41	12.8%	87.2%
30. At my school I spend most of my PIP time on non-instructional activities.	3	6	7	11	14	41	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	17		2	14	40	92.3%	7.7%
32. In my school, I spend too much time in meetings.	3	13	3	19	3	41	42.1%	57.9%
33. In my school, there is adequate support for special education students.	1	11	5	20	3	40	32.4%	67.6%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	19	16		2	4	41	94.6%	5.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	17	22		1		40	97.5%	2.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	31		3		41	92.7%	7.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	21	3	15		41	56.1%	43.9%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	27	1	5		41	85.4%	14.6%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	9	15	1	16		41	58.5%	41.5%
40. In my class, I feel that students are engaged in virtual learning	2	27	2	7	3	41	76.3%	23.7%

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41. Student behavior online is disruptive to learning.	3	16	3	18	1	41	47.5%	52.5%
42. I am worried that students who are online are not actively engaged in class.	9	22		8	1	40	79.5%	20.5%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	18	7	9	4	41	56.8%	43.2%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	21	4	11	1	41	62.5%	37.5%