

**JEFFERS HILL ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	4	2	5	1	13	41.7%	58.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		9	1	3		13	69.2%	30.8%
3. I personally feel successful in my work.	1	10		2		13	84.6%	15.4%
4. I feel involved in decision-making at my school/worksite.		6	4	3		13	46.2%	53.8%
5. I want to be involved in decision-making at my school/worksite.	1	10		1	1	13	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		9	2	2		13	69.2%	30.8%
7. In my school/worksite, I am treated as a professional.	1	11		1		13	92.3%	7.7%
8. There is good teamwork among staff in my school/worksite.	3	10				13	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.		8	1	1	3	13	80.0%	20.0%
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.	5	6		2		13	84.6%	15.4%
11. My work performance is evaluated fairly.	1	11		1		13	92.3%	7.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		5	2	6		13	38.5%	61.5%
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.		4		1	8	13	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.		9		4		13	69.2%	30.8%
15. My planning time is respected by my school administrations/supervisors.		9		3	1	13	75.0%	25.0%
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."		7	1	3	2	13	63.6%	36.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	6	1	3	2	13	63.6%	36.4%
18. Too much instructional time is spent administering assessments.	2	5		3	3	13	70.0%	30.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	5	3	3	1	13	50.0%	50.0%

20. Increased workload has contributed to a decline in my morale.	6	6		1		13	92.3%	7.7%
21. I am paid fairly.		4	4	5		13	30.8%	69.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	5	2		13	46.2%	53.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	2	6		12	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	5	8				13	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		7	3	3		13	53.8%	46.2%
26. In my position, I receive appropriate and adequate support and training.		11		2		13	84.6%	15.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	8	3		12	8.3%	91.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	7	5		13	7.7%	92.3%
29. During this current school year, I have experienced harassing behavior from parents.	1	3	5	4		13	30.8%	69.2%
30. At my school I spend most of my PIP time on non-instructional activities.		2	1	7	3	13	20.0%	80.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		9		1	3	13	90.0%	10.0%
32. In my school, I spend too much time in meetings.	3	3		6	1	13	50.0%	50.0%
33. In my school, there is adequate support for special education students.		4	4	4	1	13	33.3%	66.7%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	3	9			1	13	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	2	6	1	3	1	13	66.7%	33.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	1	8	1	2	1	13	75.0%	25.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	8		3	1	13	75.0%	25.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	1	11			1	13	100.0%	0.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	4		6	1	13	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	2	6		3	2	13	72.7%	27.3%

41. Student behavior online is disruptive to learning.	1	3	4	3	2	13	36.4%	63.6%
42. I am worried that students who are online are not actively engaged in class.	3	4	2	3	1	13	58.3%	41.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	7		2	3	13	80.0%	20.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	8		3	1	13	75.0%	25.0%