

## LONG REACH HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	8	25	4	8	2	47	73.3%	26.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	21	2	7		47	80.9%	19.1%
3. I personally feel successful in my work.	14	28		5		47	89.4%	10.6%
4. I feel involved in decision-making at my school/worksite.	8	19	6	12	2	47	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	15	26		3	1	45	93.2%	6.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	21	3	11		47	70.2%	29.8%
7. In my school/worksite, I am treated as a professional.	19	24	2	1		46	93.5%	6.5%
8. There is good teamwork among staff in my school/worksite.	16	25	3	3		47	87.2%	12.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	19	1	10	8	44	69.4%	30.6%
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	23	4	4	5	47	81.0%	19.0%
11. My work performance is evaluated fairly.	14	21	6	4		45	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	19	7	13		47	57.4%	42.6%
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	8	1		32	45	92.3%	7.7%
14. My administrators/supervisors respect the negotiated contracts.	15	29	2	1		47	93.6%	6.4%
15. My planning time is respected by my school administrations/supervisors.	9	23	2	4	8	46	84.2%	15.8%
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	22	1	8	6	47	78.0%	22.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	10	5	15	13	46	39.4%	60.6%
18. Too much instructional time is spent administering assessments.	7	13	2	15	10	47	54.1%	45.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	25	3	17	1	47	56.5%	43.5%

20. Increased workload has contributed to a decline in my morale.	15	14	4	11	3	47	65.9%	34.1%
21. I am paid fairly.	4	19	9	14		46	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	22	5	12		45	62.2%	37.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	4	23		44	38.6%	61.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	20	21	2	3		46	89.1%	10.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	12	5	11	6	46	60.0%	40.0%
26. In my position, I receive appropriate and adequate support and training.	6	27	2	11	1	47	71.7%	28.3%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	30	10	3	46	7.0%	93.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		30	14	2	47	2.2%	97.8%
29. During this current school year, I have experienced harassing behavior from parents.		5	20	19	3	47	11.4%	88.6%
30. At my school I spend most of my PIP time on non-instructional activities.	6	11	2	10	17	46	58.6%	41.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	12	2	13	13	47	55.9%	44.1%
32. In my school, I spend too much time in meetings.	4	21	5	13	4	47	58.1%	41.9%
33. In my school, there is adequate support for special education students.	6	20	4	11	6	47	63.4%	36.6%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	18	20	4	4	1	47	82.6%	17.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	16	22	3	5	1	47	82.6%	17.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	24	3	14		47	63.8%	36.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	29	3	9		47	74.5%	25.5%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	11	26	1	7	2	47	82.2%	17.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	17	6	17	2	47	48.9%	51.1%
40. In my class, I feel that students are engaged in virtual learning	1	17	4	17	8	47	46.2%	53.8%

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41. Student behavior online is disruptive to learning.		7	19	15	6	47	17.1%	82.9%
42. I am worried that students who are online are not actively engaged in class.	18	21	3	4	1	47	84.8%	15.2%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	6	19	4	10	8	47	64.1%	35.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	7	21	4	7	7	46	71.8%	28.2%