

## MOUNT HEBRON HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	37	2	9	1	54	79.2%	20.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	35	1	5	2	54	88.5%	11.5%
3. I personally feel successful in my work.	14	31	2	7		54	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	7	32	2	12	1	54	73.6%	26.4%
5. I want to be involved in decision-making at my school/worksite.	14	34		3	2	53	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	24	4	15		54	64.8%	35.2%
7. In my school/worksite, I am treated as a professional.	18	33		3		54	94.4%	5.6%
8. There is good teamwork among staff in my school/worksite.	20	30		2	1	53	96.2%	3.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	25	4	11	6	54	68.8%	31.3%
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.	6	29	2	11	5	53	72.9%	27.1%
11. My work performance is evaluated fairly.	9	35		9	1	54	83.0%	17.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	19	10	17		54	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.	4	16	1	2	28	51	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	16	34		4		54	92.6%	7.4%
15. My planning time is respected by my school administrations/supervisors.	15	25	1	7	6	54	83.3%	16.7%
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	35	3	7	2	54	80.8%	19.2%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	15	6	26	4	54	36.0%	64.0%
18. Too much instructional time is spent administering assessments.	4	19	1	22	8	54	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	19	10	22	2	54	38.5%	61.5%

20. Increased workload has contributed to a decline in my morale.	16	22	3	12	1	54	71.7%	28.3%
21. I am paid fairly.		15	15	23		53	28.3%	71.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	37	3	11		54	74.1%	25.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	12	17	1	54	45.3%	54.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	29	1	7	2	54	84.6%	15.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	29	3	11	6	54	70.8%	29.2%
26. In my position, I receive appropriate and adequate support and training.	5	32	5	12		54	68.5%	31.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	35	15	1	54	5.7%	94.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	33	18	1	54	3.8%	96.2%
29. During this current school year, I have experienced harassing behavior from parents.	3	5	26	19	1	54	15.1%	84.9%
30. At my school I spend most of my PIP time on non-instructional activities.	7	15	2	17	12	53	53.7%	46.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	27	1	5	11	53	85.7%	14.3%
32. In my school, I spend too much time in meetings.	8	12		32	2	54	38.5%	61.5%
33. In my school, there is adequate support for special education students.	6	21	5	18	4	54	54.0%	46.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	19	31	1	2	1	54	94.3%	5.7%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	13	33		5	3	54	90.2%	9.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	30	3	15	2	54	65.4%	34.6%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	28	6	14	3	54	60.8%	39.2%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	10	30	1	10	3	54	78.4%	21.6%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	4	21	3	24	2	54	48.1%	51.9%
40. In my class, I feel that students are engaged in virtual learning		26	6	17	5	54	53.1%	46.9%

41. Student behavior online is disruptive to learning.		2	20	25	6	53	4.3%	95.7%
42. I am worried that students who are online are not actively engaged in class.	18	26		8	2	54	84.6%	15.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	21	14	11	5	54	49.0%	51.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	25	7	12	6	54	60.4%	39.6%