

**MOUNT VIEW MS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	8	17		7	1	33	78.1%	21.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	18		3	1	33	90.6%	9.4%
3. I personally feel successful in my work.	9	18		6		33	81.8%	18.2%
4. I feel involved in decision-making at my school/worksite.	5	15	2	8	3	33	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	10	18		1	4	33	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	19	2			32	93.8%	6.3%
7. In my school/worksite, I am treated as a professional.	17	16				33	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	18	13		2		33	93.9%	6.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	17		7	2	33	77.4%	22.6%
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.	6	13		8	5	32	70.4%	29.6%
11. My work performance is evaluated fairly.	12	15	1	4	1	33	84.4%	15.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	13	9	7		33	51.5%	48.5%
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.	6	7	1		18	32	92.9%	7.1%
14. My administrators/supervisors respect the negotiated contracts.	17	15		1		33	97.0%	3.0%
15. My planning time is respected by my school administrations/supervisors.	8	20	2	1	2	33	90.3%	9.7%
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."	10	16		4	3	33	86.7%	13.3%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	5	6	14	6	33	25.9%	74.1%
18. Too much instructional time is spent administering assessments.	7	10		9	7	33	65.4%	34.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	12	11	8	1	33	40.6%	59.4%

20. Increased workload has contributed to a decline in my morale.	14	12	1	5	1	33	81.3%	18.8%
21. I am paid fairly.	2	8	11	12		33	30.3%	69.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	18	2	8	1	33	68.8%	31.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	2	18		33	39.4%	60.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	19		5	1	33	84.4%	15.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	16	1	5	3	32	79.3%	20.7%
26. In my position, I receive appropriate and adequate support and training.	4	21	1	7		33	75.8%	24.2%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	20	9	3	33	3.3%	96.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			20	10	3	33	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	7	11	11	3	33	26.7%	73.3%
30. At my school I spend most of my PIP time on non-instructional activities.	2	4	1	16	9	32	26.1%	73.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	20			10	33	100.0%	0.0%
32. In my school, I spend too much time in meetings.	4	16		11	2	33	64.5%	35.5%
33. In my school, there is adequate support for special education students.	7	13	2	10	1	33	62.5%	37.5%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	8	19	2	4		33	81.8%	18.2%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	9	19		5		33	84.8%	15.2%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	19		4	2	33	87.1%	12.9%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	14	5	9	1	33	56.3%	43.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	22		2	1	33	93.8%	6.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	10	3	12	3	33	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	3	17	1	9	3	33	66.7%	33.3%

41. Student behavior online is disruptive to learning.	2	3	10	13	4	32	17.9%	82.1%
42. I am worried that students who are online are not actively engaged in class.	11	12	1	8	1	33	71.9%	28.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	7	11	5	7	2	32	60.0%	40.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	14	3	7	2	32	66.7%	33.3%