

LAUREL WOODS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	9	15		5		29	82.8%	17.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	13		1		29	96.6%	3.4%
3. I personally feel successful in my work.	10	15		4		29	86.2%	13.8%
4. I feel involved in decision-making at my school/worksite.	6	20		3		29	89.7%	10.3%
5. I want to be involved in decision-making at my school/worksite.	13	16				29	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	12				29	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	19	9		1		29	96.6%	3.4%
8. There is good teamwork among staff in my school/worksite.	11	17		1		29	96.6%	3.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	18	1	2	1	29	89.3%	10.7%
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	17		1	6	29	95.7%	4.3%
11. My work performance is evaluated fairly.	15	11		3		29	89.7%	10.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	16	2	8		29	65.5%	34.5%
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.	3	5		4	17	29	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	18	11				29	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	13	14			2	29	100.0%	0.0%
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."	13	13			3	29	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	8	3	9	5	28	47.8%	52.2%
18. Too much instructional time is spent administering assessments.	3	8		11	7	29	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	1	10	1	29	60.7%	39.3%

20. Increased workload has contributed to a decline in my morale.	7	17		4	1	29	85.7%	14.3%
21. I am paid fairly.	1	11	8	9		29	41.4%	58.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	17	2	2		29	86.2%	13.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	16	2	7		29	69.0%	31.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	10			1	29	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	16	3	2	1	29	82.1%	17.9%
26. In my position, I receive appropriate and adequate support and training.	8	18		3		29	89.7%	10.3%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	24	3	1	29	3.6%	96.4%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			28	1		29	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	3	15	10		29	13.8%	86.2%
30. At my school I spend most of my PIP time on non-instructional activities.		8	2	9	10	29	42.1%	57.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	16		1	8	29	95.2%	4.8%
32. In my school, I spend too much time in meetings.	2	7		18	2	29	33.3%	66.7%
33. In my school, there is adequate support for special education students.		13	6	7	3	29	50.0%	50.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	7	20		2		29	93.1%	6.9%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	9	19		1		29	96.6%	3.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	10	15		4		29	86.2%	13.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	10	16		1	1	28	96.3%	3.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	21				29	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.	1	9	4	14		28	35.7%	64.3%
40. In my class, I feel that students are engaged in virtual learning	3	15		6	5	29	75.0%	25.0%

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41. Student behavior online is disruptive to learning.	1	5	5	16	2	29	22.2%	77.8%
42. I am worried that students who are online are not actively engaged in class.	7	12	2	5	3	29	73.1%	26.9%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	10		9	7	29	59.1%	40.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	7	15	1	3	3	29	84.6%	15.4%