

GUILFORD ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	9		2		13	84.6%	15.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	7				13	100.0%	0.0%
3. I personally feel successful in my work.	3	7		3		13	76.9%	23.1%
4. I feel involved in decision-making at my school/worksite.	4	5	1	3		13	69.2%	30.8%
5. I want to be involved in decision-making at my school/worksite.	4	5		3	1	13	75.0%	25.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	7				13	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	9	4				13	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	5	8				13	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	4	2	2	1	13	66.7%	33.3%
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.	5	2		2	3	12	77.8%	22.2%
11. My work performance is evaluated fairly.	8	4				12	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	6	1	2		12	75.0%	25.0%
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.	3	2	1	1	6	13	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	9	4				13	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	6	7				13	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."	6	6				12	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	3		6	1	13	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	2	3	2	6		13	38.5%	61.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	5	3	4		13	46.2%	53.8%

20. Increased workload has contributed to a decline in my morale.	6	3	1	1	1	12	81.8%	18.2%
21. I am paid fairly.		6	2	5		13	46.2%	53.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	10	1			12	91.7%	8.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	1	4		13	61.5%	38.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	4				13	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	10			1	13	100.0%	0.0%
26. In my position, I receive appropriate and adequate support and training.	6	7				13	100.0%	0.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1		10	2		13	7.7%	92.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	2		13	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		1	6	6		13	7.7%	92.3%
30. At my school I spend most of my PIP time on non-instructional activities.		4		5	4	13	44.4%	55.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	8			3	13	100.0%	0.0%
32. In my school, I spend too much time in meetings.	4	4	2	3		13	61.5%	38.5%
33. In my school, there is adequate support for special education students.	2	1	4	5	1	13	25.0%	75.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	7	5	1	1		14	85.7%	14.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	5		1		14	92.9%	7.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	7		3		14	78.6%	21.4%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	8	1	2		14	78.6%	21.4%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	8	2			14	85.7%	14.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	3	1	8		14	35.7%	64.3%
40. In my class, I feel that students are engaged in virtual learning	1	10		2	1	14	84.6%	15.4%

41. Student behavior online is disruptive to learning.		3	1	8	2	14	25.0%	75.0%
42. I am worried that students who are online are not actively engaged in class.	5	7		1	1	14	92.3%	7.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	8		2	2	14	83.3%	16.7%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	8		3		14	78.6%	21.4%