

HAMMOND ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	11		3		21	85.7%	14.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	9		2		21	90.5%	9.5%
3. I personally feel successful in my work.	2	13		5		20	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	4	14	1	1	1	21	90.0%	10.0%
5. I want to be involved in decision-making at my school/worksite.	7	13			1	21	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	12	1	2		21	85.7%	14.3%
7. In my school/worksite, I am treated as a professional.	8	12		1		21	95.2%	4.8%
8. There is good teamwork among staff in my school/worksite.	9	10		2		21	90.5%	9.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	13	2	1	1	20	84.2%	15.8%
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	7	1	5	3	21	66.7%	33.3%
11. My work performance is evaluated fairly.	9	10		2		21	90.5%	9.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	7	5	6		21	47.6%	52.4%
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	3		2	13	21	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	10	9		2		21	90.5%	9.5%
15. My planning time is respected by my school administrations/supervisors.	8	7		2	4	21	88.2%	11.8%
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."	6	8		2	5	21	87.5%	12.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	4	3	9	3	21	33.3%	66.7%
18. Too much instructional time is spent administering assessments.	2	2	2	10	4	20	25.0%	75.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		12	1	6	1	20	63.2%	36.8%

20. Increased workload has contributed to a decline in my morale.	7	8	3	3		21	71.4%	28.6%
21. I am paid fairly.	1	6	5	9		21	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	12	1	6		21	66.7%	33.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	2	8		21	52.4%	47.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	11				21	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	13		3	1	21	85.0%	15.0%
26. In my position, I receive appropriate and adequate support and training.	3	15		3		21	85.7%	14.3%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	16	4		21	4.8%	95.2%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			17	4		21	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		7	7	5	2	21	36.8%	63.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	2	8	6	20	28.6%	71.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	10	1	1	6	21	86.7%	13.3%
32. In my school, I spend too much time in meetings.	6	6	2	4	3	21	66.7%	33.3%
33. In my school, there is adequate support for special education students.	2	9	2	8		21	52.4%	47.6%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	3	14	2	2		21	81.0%	19.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	7	9	2	3		21	76.2%	23.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	1	15	1	4		21	76.2%	23.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	12	4	3		21	66.7%	33.3%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	2	15	1	3		21	81.0%	19.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	8	2	9		21	47.6%	52.4%
40. In my class, I feel that students are engaged in virtual learning		13		7	1	21	65.0%	35.0%

41. Student behavior online is disruptive to learning.	1	1	2	15	1	20	10.5%	89.5%
42. I am worried that students who are online are not actively engaged in class.	5	13		3		21	85.7%	14.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.		11	2	6	2	21	57.9%	42.1%
44. I feel that I have the curricular resources and support I need to do my job this year.		10	1	9	1	21	50.0%	50.0%