

## LAKE ELKHORN MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	19	1	2		25	88.0%	12.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	18		1		25	96.0%	4.0%
3. I personally feel successful in my work.	3	18		4		25	84.0%	16.0%
4. I feel involved in decision-making at my school/worksite.	3	14		6	2	25	73.9%	26.1%
5. I want to be involved in decision-making at my school/worksite.	3	20		1	1	25	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	10	2	3		25	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	13	12				25	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	7	16		2		25	92.0%	8.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	12		5	5	25	75.0%	25.0%
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.	2	8	4	5	6	25	52.6%	47.4%
11. My work performance is evaluated fairly.	8	14	1	1	1	25	91.7%	8.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	2	9		25	56.0%	44.0%
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.	1	2		2	18	23	60.0%	40.0%
14. My administrators/supervisors respect the negotiated contracts.	13	12				25	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	6	12		3	4	25	85.7%	14.3%
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."	3	17		1	4	25	95.2%	4.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	7		11	4	25	47.6%	52.4%
18. Too much instructional time is spent administering assessments.	4	5	4	5	7	25	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	2	9	2	25	52.2%	47.8%

20. Increased workload has contributed to a decline in my morale.	4	12		8	1	25	66.7%	33.3%
21. I am paid fairly.		13	2	10		25	52.0%	48.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	2	11		25	48.0%	52.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	1	7		25	68.0%	32.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	6	1	2		25	88.0%	12.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	2	2	3	25	81.8%	18.2%
26. In my position, I receive appropriate and adequate support and training.	3	18		4		25	84.0%	16.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	16	8		25	4.0%	96.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			17	8		25	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		3	13	9		25	12.0%	88.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	4	1	10	6	24	38.9%	61.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	13		1	8	25	94.1%	5.9%
32. In my school, I spend too much time in meetings.	2	8	3	10	2	25	43.5%	56.5%
33. In my school, there is adequate support for special education students.	1	10	3	8	3	25	50.0%	50.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	6	17			2	25	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	15		2		25	92.0%	8.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	14		8		25	68.0%	32.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	18	1	2		25	88.0%	12.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	16	1	1	1	25	91.7%	8.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	6	6	9	1	25	37.5%	62.5%
40. In my class, I feel that students are engaged in virtual learning	1	9	2	9	4	25	47.6%	52.4%

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41. Student behavior online is disruptive to learning.		1	9	12	3	25	4.5%	95.5%
42. I am worried that students who are online are not actively engaged in class.	11	9		3	2	25	87.0%	13.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	10	2	6	4	25	61.9%	38.1%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	12	1	3	4	25	81.0%	19.0%