

MANOR WOODS ES

| Questions | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1. Overall, morale at my worksite is good | 1 | 15 | 5 | 9 | 2 | 32 | 53.3% | 46.7% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 1 | 23 | 2 | 6 | 1 | 33 | 75.0% | 25.0% |
| 3. I personally feel successful in my work. | 5 | 23 | 1 | 4 | | 33 | 84.8% | 15.2% |
| 4. I feel involved in decision-making at my school/worksite. | 1 | 13 | 3 | 15 | 1 | 33 | 43.8% | 56.3% |
| 5. I want to be involved in decision-making at my school/worksite. | 3 | 26 | | 3 | 1 | 33 | 90.6% | 9.4% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 4 | 17 | 3 | 8 | 1 | 33 | 65.6% | 34.4% |
| 7. In my school/worksite, I am treated as a professional. | 7 | 22 | | 3 | 1 | 33 | 90.6% | 9.4% |
| 8. There is good teamwork among staff in my school/worksite. | 11 | 17 | 1 | 4 | | 33 | 84.8% | 15.2% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 3 | 18 | 1 | 6 | 5 | 33 | 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 | 16 | 3 | 5 | 7 | 33 | 69.2% | 30.8% |
| 11. My work performance is evaluated fairly. | 5 | 20 | 3 | 4 | 1 | 33 | 78.1% | 21.9% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 2 | 10 | 10 | 10 | 1 | 33 | 37.5% | 62.5% |
| 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. | 1 | 9 | 1 | 1 | 21 | 33 | 83.3% | 16.7% |
| 14. My administrators/supervisors respect the negotiated contracts. | 10 | 19 | | 2 | 1 | 32 | 93.5% | 6.5% |
| 15. My planning time is respected by my school administrations/supervisors. | 9 | 16 | 1 | 1 | 6 | 33 | 92.6% | 7.4% |
| 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." | 4 | 15 | | 8 | 6 | 33 | 70.4% | 29.6% |
| 17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom. | 2 | 8 | 5 | 14 | 4 | 33 | 34.5% | 65.5% |
| 18. Too much instructional time is spent administering assessments. | 1 | 11 | 1 | 13 | 7 | 33 | 46.2% | 53.8% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | | 13 | 5 | 14 | 1 | 33 | 40.6% | 59.4% |

| | | | | | | | | |
|---|----|----|----|----|---|----|-------|-------|
| 20. Increased workload has contributed to a decline in my morale. | 8 | 13 | 3 | 9 | | 33 | 63.6% | 36.4% |
| 21. I am paid fairly. | | 13 | 8 | 12 | | 33 | 39.4% | 60.6% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 4 | 25 | | 4 | | 33 | 87.9% | 12.1% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 1 | 19 | 1 | 10 | | 31 | 64.5% | 35.5% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 12 | 19 | 2 | | | 33 | 93.9% | 6.1% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 2 | 23 | 1 | 3 | 4 | 33 | 86.2% | 13.8% |
| 26. In my position, I receive appropriate and adequate support and training. | 3 | 21 | 1 | 7 | | 32 | 75.0% | 25.0% |
| 27. During this current school year, I have experienced harassing behavior from colleagues. | | 1 | 17 | 15 | | 33 | 3.0% | 97.0% |
| 28. During this current school year, I have experienced harassing behavior from administrators/supervisors. | | 1 | 20 | 11 | 1 | 33 | 3.1% | 96.9% |
| 29. During this current school year, I have experienced harassing behavior from parents. | 1 | 2 | 11 | 19 | | 33 | 9.1% | 90.9% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | | 7 | 5 | 12 | 9 | 33 | 29.2% | 70.8% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 2 | 18 | | 4 | 9 | 33 | 83.3% | 16.7% |
| 32. In my school, I spend too much time in meetings. | 4 | 11 | 1 | 13 | 4 | 33 | 51.7% | 48.3% |
| 33. In my school, there is adequate support for special education students. | | 14 | 5 | 10 | 4 | 33 | 48.3% | 51.7% |
| 34. My administrator/supervisor provides people working from home with flexibility in their workday. | 8 | 20 | | 2 | 3 | 33 | 93.3% | 6.7% |
| 35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning. | 7 | 22 | 2 | 2 | | 33 | 87.9% | 12.1% |
| 36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning. | 8 | 20 | | 5 | | 33 | 84.8% | 15.2% |
| 37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning. | 2 | 19 | 1 | 10 | 1 | 33 | 65.6% | 34.4% |
| 38. HCPSS has provided the software I need to do my job and collaborate with colleagues. | 4 | 21 | | 7 | 1 | 33 | 78.1% | 21.9% |
| 39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use. | 4 | 13 | 2 | 13 | 1 | 33 | 53.1% | 46.9% |
| 40. In my class, I feel that students are engaged in virtual learning | 5 | 18 | 1 | 4 | 5 | 33 | 82.1% | 17.9% |

MANOR WOODS ES

| | | | | | | | | |
|--|---|----|---|----|---|----|-------|-------|
| 41. Student behavior online is disruptive to learning. | 1 | 6 | 4 | 17 | 5 | 33 | 25.0% | 75.0% |
| 42. I am worried that students who are online are not actively engaged in class. | 4 | 13 | | 12 | 4 | 33 | 58.6% | 41.4% |
| 43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances. | 3 | 12 | 3 | 9 | 6 | 33 | 55.6% | 44.4% |
| 44. I feel that I have the curricular resources and support I need to do my job this year. | 1 | 19 | 1 | 7 | 5 | 33 | 71.4% | 28.6% |