

PHELPS LUCK ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	19	1	3	1	25	83.3%	16.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	16		2		25	92.0%	8.0%
3. I personally feel successful in my work.	6	14		5		25	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	4	12		5	4	25	76.2%	23.8%
5. I want to be involved in decision-making at my school/worksite.	6	14			5	25	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	14		5		25	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	10	13		2		25	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	10	14		1		25	96.0%	4.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	9		5	9	25	68.8%	31.3%
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.	4	15	1	3	2	25	82.6%	17.4%
11. My work performance is evaluated fairly.	6	12	1	3	2	24	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		7	4	13	1	25	29.2%	70.8%
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	7		4	13	25	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	7	15		1	2	25	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	5	10		3	5	23	83.3%	16.7%
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."	2	17		3	2	24	86.4%	13.6%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	6	1	7	7	24	52.9%	47.1%
18. Too much instructional time is spent administering assessments.	1	10		10	4	25	52.4%	47.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	9	6	8	1	25	41.7%	58.3%

20. Increased workload has contributed to a decline in my morale.	4	10	1	8	2	25	60.9%	39.1%
21. I am paid fairly.		6	7	12		25	24.0%	76.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	18	1	5		25	76.0%	24.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	1	6		24	70.8%	29.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	13		2		25	92.0%	8.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	1	3	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.			18	6	1	25	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	19	4	1	25	4.2%	95.8%
29. During this current school year, I have experienced harassing behavior from parents.	1	3	12	8	1	25	16.7%	83.3%
30. At my school I spend most of my PIP time on non-instructional activities.	1	5	1	10	8	25	35.3%	64.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	9		3	10	25	80.0%	20.0%
32. In my school, I spend too much time in meetings.	3	8		12	2	25	47.8%	52.2%
33. In my school, there is adequate support for special education students.	1	4	4	12	4	25	23.8%	76.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	7	12		4	2	25	82.6%	17.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	4	13		6		23	73.9%	26.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	13	1	7	1	25	66.7%	33.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	10		13		24	45.8%	54.2%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	16	2	2		25	84.0%	16.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	9	3	7	3	25	54.5%	45.5%
40. In my class, I feel that students are engaged in virtual learning	3	12	1	6	3	25	68.2%	31.8%

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41. Student behavior online is disruptive to learning.		5	1	16	3	25	22.7%	77.3%
42. I am worried that students who are online are not actively engaged in class.	3	14		4	3	24	81.0%	19.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	12	3	4	4	25	66.7%	33.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	15	1	4	4	25	76.2%	23.8%