

## POINTERS RUN ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	12	1	10	2	26	54.2%	45.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	12	3	9	1	26	52.0%	48.0%
3. I personally feel successful in my work.	7	14	1	4		26	80.8%	19.2%
4. I feel involved in decision-making at my school/worksite.	2	5	7	8	3	25	31.8%	68.2%
5. I want to be involved in decision-making at my school/worksite.	11	10	1	1	3	26	91.3%	8.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	13	1	8	1	25	62.5%	37.5%
7. In my school/worksite, I am treated as a professional.	5	15	2	4		26	76.9%	23.1%
8. There is good teamwork among staff in my school/worksite.	5	15		4	2	26	83.3%	16.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	12	1	5	5	26	71.4%	28.6%
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	10	2	6	3	26	65.2%	34.8%
11. My work performance is evaluated fairly.	3	20		3		26	88.5%	11.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	12	5	6		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	5	2	1	16	25	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	3	20		3		26	88.5%	11.5%
15. My planning time is respected by my school administrations/supervisors.	3	15	1	4	3	26	78.3%	21.7%
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."	1	13	1	2	9	26	82.4%	17.6%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	1	4	13	4	26	22.7%	77.3%
18. Too much instructional time is spent administering assessments.	4	5		7	10	26	56.3%	43.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	6	7	2	26	45.8%	54.2%

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20. Increased workload has contributed to a decline in my morale.	7	9		8	1	25	66.7%	33.3%
21. I am paid fairly.		7	13	6		26	26.9%	73.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	13	5	4		26	65.4%	34.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	4	8		25	52.0%	48.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	13		1		26	96.2%	3.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	14	1	5	3	26	73.9%	26.1%
26. In my position, I receive appropriate and adequate support and training.	4	18		4		26	84.6%	15.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	15	8	2	26	4.2%	95.8%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			14	11	1	26	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	5	11	8		25	24.0%	76.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	2	6	14	26	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	9		3	11	26	80.0%	20.0%
32. In my school, I spend too much time in meetings.	4	8	1	12	1	26	48.0%	52.0%
33. In my school, there is adequate support for special education students.	2	9	5	7	2	25	47.8%	52.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	2	18	2	3		25	80.0%	20.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	2	16		8		26	69.2%	30.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	20	1			26	96.2%	3.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	16	4	3	1	26	72.0%	28.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	1	20	1	2	2	26	87.5%	12.5%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	5	2	17		26	26.9%	73.1%
40. In my class, I feel that students are engaged in virtual learning	4	12	2	6	2	26	66.7%	33.3%

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41. Student behavior online is disruptive to learning.	3	2	6	13	2	26	20.8%	79.2%
42. I am worried that students who are online are not actively engaged in class.	5	11	1	6	2	25	69.6%	30.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	10	7	5	2	26	50.0%	50.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	15	1	7	2	26	66.7%	33.3%