

RUNNING BROOK ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	13	3	3	1	26	76.0%	24.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	11	1	1		26	92.3%	7.7%
3. I personally feel successful in my work.	6	16	1	3		26	84.6%	15.4%
4. I feel involved in decision-making at my school/worksite.	5	14	2	3	2	26	79.2%	20.8%
5. I want to be involved in decision-making at my school/worksite.	9	14		2	1	26	92.0%	8.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	7	1	1		26	92.3%	7.7%
7. In my school/worksite, I am treated as a professional.	18	6	1	1		26	92.3%	7.7%
8. There is good teamwork among staff in my school/worksite.	17	8		1		26	96.2%	3.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	11	1	2	5	26	85.7%	14.3%
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.	3	16	1	4	2	26	79.2%	20.8%
11. My work performance is evaluated fairly.	14	9	2		1	26	92.0%	8.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	14	2	4	1	26	76.0%	24.0%
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.	7	4			14	25	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	18	8				26	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	10			5	26	100.0%	0.0%
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."	7	14		1	4	26	95.5%	4.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	9	1	6	6	26	65.0%	35.0%
18. Too much instructional time is spent administering assessments.	4	5	1	11	5	26	42.9%	57.1%
19. HCPSS professional development experiences are meaningful and worthwhile.		17	3	4	2	26	70.8%	29.2%

20. Increased workload has contributed to a decline in my morale.	7	7	3	9		26	53.8%	46.2%
21. I am paid fairly.	2	11	7	6		26	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	14	2	6		26	69.2%	30.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	5	7	1	25	50.0%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	7		2		25	92.0%	8.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	9	1	3	4	26	81.8%	18.2%
26. In my position, I receive appropriate and adequate support and training.	9	13	1	3		26	84.6%	15.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	24	1		26	3.8%	96.2%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			25	1		26	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	14	7		26	19.2%	80.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	1	2	12	10	26	12.5%	87.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	7		1	12	26	92.9%	7.1%
32. In my school, I spend too much time in meetings.		10	2	14		26	38.5%	61.5%
33. In my school, there is adequate support for special education students.		8	4	9	6	27	38.1%	61.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	21	6				27	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	18	8	1			27	96.3%	3.7%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	11	2	5	2	27	72.0%	28.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	5	17	1	4		27	81.5%	18.5%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	19		1		27	96.3%	3.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	5	3	16	2	27	24.0%	76.0%
40. In my class, I feel that students are engaged in virtual learning	4	17		4	2	27	84.0%	16.0%

RUNNING BROOK ES

41. Student behavior online is disruptive to learning.	1	7	2	13	4	27	34.8%	65.2%
42. I am worried that students who are online are not actively engaged in class.	5	11	1	7	3	27	66.7%	33.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	11	2	5	4	27	69.6%	30.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	14		4	4	27	82.6%	17.4%