

THOMAS VIADUCT MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	20	2	9		38	71.1%	28.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	22	3	7		38	73.7%	26.3%
3. I personally feel successful in my work.	10	19	1	8		38	76.3%	23.7%
4. I feel involved in decision-making at my school/worksite.	3	25	2	6	2	38	77.8%	22.2%
5. I want to be involved in decision-making at my school/worksite.	3	26		6	3	38	82.9%	17.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	15	3	12	1	37	58.3%	41.7%
7. In my school/worksite, I am treated as a professional.	13	19		6		38	84.2%	15.8%
8. There is good teamwork among staff in my school/worksite.	19	18		1		38	97.4%	2.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	22	2	2	6	38	87.5%	12.5%
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.	10	20		3	5	38	90.9%	9.1%
11. My work performance is evaluated fairly.	10	17	3	7	1	38	73.0%	27.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	22	6	4		38	73.7%	26.3%
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.	4	9			24	37	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	14	22	1		1	38	97.3%	2.7%
15. My planning time is respected by my school administrations/supervisors.	12	23	3			38	92.1%	7.9%
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."	10	23		1	4	38	97.1%	2.9%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	5	8	4	14	6	37	41.9%	58.1%
18. Too much instructional time is spent administering assessments.	3	10	2	16	7	38	41.9%	58.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	21	2	7		38	76.3%	23.7%

20. Increased workload has contributed to a decline in my morale.	12	11	1	13	1	38	62.2%	37.8%
21. I am paid fairly.		18	7	13		38	47.4%	52.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	23		9	1	38	75.7%	24.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		23	5	9	1	38	62.2%	37.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	20		1		38	97.4%	2.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	25	1	3	1	38	89.2%	10.8%
26. In my position, I receive appropriate and adequate support and training.	9	25		4		38	89.5%	10.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		4	24	10		38	10.5%	89.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	21	16		38	2.6%	97.4%
29. During this current school year, I have experienced harassing behavior from parents.		3	16	19		38	7.9%	92.1%
30. At my school I spend most of my PIP time on non-instructional activities.	1	5	4	20	8	38	20.0%	80.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	19	2	3	5	38	84.8%	15.2%
32. In my school, I spend too much time in meetings.	2	6	5	23	2	38	22.2%	77.8%
33. In my school, there is adequate support for special education students.	4	25	1	8		38	76.3%	23.7%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	12	20	1	3	1	37	88.9%	11.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	11	18	2	6		37	78.4%	21.6%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	19	2	10		37	67.6%	32.4%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	7	24	2	4		37	83.8%	16.2%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	27	1		1	36	97.1%	2.9%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	7	5	21	1	37	27.8%	72.2%
40. In my class, I feel that students are engaged in virtual learning		19	2	13	3	37	55.9%	44.1%

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41. Student behavior online is disruptive to learning.		3	16	16	2	37	8.6%	91.4%
42. I am worried that students who are online are not actively engaged in class.	15	17		3	2	37	91.4%	8.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	11	16	5	3	2	37	77.1%	22.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	10	18	1	5	2	36	82.4%	17.6%