

WEST FRIENDSHIP ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	8	1	4	1	19	72.2%	27.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	13	1			19	94.7%	5.3%
3. I personally feel successful in my work.	8	6	2	3		19	73.7%	26.3%
4. I feel involved in decision-making at my school/worksite.	4	7	1	4	3	19	68.8%	31.3%
5. I want to be involved in decision-making at my school/worksite.	5	7	1	4	2	19	70.6%	29.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	10		4		19	78.9%	21.1%
7. In my school/worksite, I am treated as a professional.	9	7		3		19	84.2%	15.8%
8. There is good teamwork among staff in my school/worksite.	12	6		1		19	94.7%	5.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	12			4	19	100.0%	0.0%
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.	4	10		2	3	19	87.5%	12.5%
11. My work performance is evaluated fairly.	9	8	1	1		19	89.5%	10.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	11	1	5	1	19	66.7%	33.3%
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.		7	1		11	19	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	8	10		1		19	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	7	11			1	19	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."	5	13			1	19	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		3	4	11	1	19	16.7%	83.3%
18. Too much instructional time is spent administering assessments.	2	9	2	6		19	57.9%	42.1%
19. HCPSS professional development experiences are meaningful and worthwhile.		9	4	6		19	47.4%	52.6%

20. Increased workload has contributed to a decline in my morale.	7	7	1	4		19	73.7%	26.3%
21. I am paid fairly.		9	5	5		19	47.4%	52.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	9	1	4		19	73.7%	26.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	1	7		18	55.6%	44.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	9		1		18	94.4%	5.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	8	1	5	2	19	64.7%	35.3%
26. In my position, I receive appropriate and adequate support and training.	2	13	1	3		19	78.9%	21.1%
27. During this current school year, I have experienced harassing behavior from colleagues.			10	7	1	18	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			13	5	1	19	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		5	5	8	1	19	27.8%	72.2%
30. At my school I spend most of my PIP time on non-instructional activities.		3	1	11	3	18	20.0%	80.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	10		4	2	19	76.5%	23.5%
32. In my school, I spend too much time in meetings.	5	7		7		19	63.2%	36.8%
33. In my school, there is adequate support for special education students.	1	7	4	5	1	18	47.1%	52.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	8	11				19	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	10	7	2			19	89.5%	10.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	12		2		19	89.5%	10.5%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	5	10		4		19	78.9%	21.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	11	1	2		19	84.2%	15.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	5	2	5	2	19	58.8%	41.2%
40. In my class, I feel that students are engaged in virtual learning	1	9	3	4	2	19	58.8%	41.2%

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41. Student behavior online is disruptive to learning.		3	5	10	1	19	16.7%	83.3%
42. I am worried that students who are online are not actively engaged in class.	7	4		7	1	19	61.1%	38.9%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	8	2	6	2	19	52.9%	47.1%
44. I feel that I have the curricular resources and support I need to do my job this year.		8	1	6	3	18	53.3%	46.7%