

WORTHINGTON ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	10	5	4	2	25	60.9%	39.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	15		3		25	88.0%	12.0%
3. I personally feel successful in my work.	5	14	4	2		25	76.0%	24.0%
4. I feel involved in decision-making at my school/worksite.	4	12	3	5	1	25	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	4	19			1	24	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	19		1		25	96.0%	4.0%
7. In my school/worksite, I am treated as a professional.	8	16		1		25	96.0%	4.0%
8. There is good teamwork among staff in my school/worksite.	10	13		2		25	92.0%	8.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	15	2	5	2	25	69.6%	30.4%
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.	6	16	1	1	1	25	91.7%	8.3%
11. My work performance is evaluated fairly.	5	18	1	1		25	92.0%	8.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	3	9	1	24	47.8%	52.2%
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.	2	9	1		12	24	91.7%	8.3%
14. My administrators/supervisors respect the negotiated contracts.	11	12		1	1	25	95.8%	4.2%
15. My planning time is respected by my school administrations/supervisors.	5	14		3	2	24	86.4%	13.6%
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."	3	18		1	3	25	95.5%	4.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	8	1	12	1	24	43.5%	56.5%
18. Too much instructional time is spent administering assessments.	1	8		10	6	25	47.4%	52.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	8	4	10		24	41.7%	58.3%

20. Increased workload has contributed to a decline in my morale.	8	10	1	4	2	25	78.3%	21.7%
21. I am paid fairly.		10	5	10		25	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	2	5		24	70.8%	29.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	5	7		25	52.0%	48.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	4	17		3	1	25	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	13		5	1	25	79.2%	20.8%
26. In my position, I receive appropriate and adequate support and training.		18		6		24	75.0%	25.0%
27. During this current school year, I have experienced harassing behavior from colleagues.			15	9	1	25	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			17	7	1	25	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	5	11	7	1	25	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.		6	1	9	6	22	37.5%	62.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	13		1	7	22	93.3%	6.7%
32. In my school, I spend too much time in meetings.	1	10		12	1	24	47.8%	52.2%
33. In my school, there is adequate support for special education students.	1	11	2	9	2	25	52.2%	47.8%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	8	15	1			24	95.8%	4.2%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	4	15	1	4		24	79.2%	20.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	19		2		24	91.7%	8.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	13		6	1	24	73.9%	26.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	18		1	1	23	95.5%	4.5%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	10		10	2	25	56.5%	43.5%
40. In my class, I feel that students are engaged in virtual learning	1	14	1	8	1	25	62.5%	37.5%

41. Student behavior online is disruptive to learning.	2	6	3	12	1	24	34.8%	65.2%
42. I am worried that students who are online are not actively engaged in class.	3	10		10	1	24	56.5%	43.5%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	14		5	2	23	76.2%	23.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	15	1	5	1	24	73.9%	26.1%