

BUSHY PARK 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		4	1	19	77.8%	22.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	14			1	19	100.0%	0.0%
3. I personally feel successful in my work.	1	13		5		19	73.7%	26.3%
4. I feel involved in decision-making at my school/worksite.	3	8	1	5	2	19	64.7%	35.3%
5. I want to be involved in decision-making at my school/worksite.	3	12		2	1	18	88.2%	11.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	10	1	1	1	18	88.2%	11.8%
7. In my school/worksite, I am treated as a professional.	5	13			1	19	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	6	11			1	18	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	10		3	3	19	81.3%	18.8%
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	11		2	1	18	88.2%	11.8%
11. My work performance is evaluated fairly.	5	13			1	19	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	7	2	7		18	50.0%	50.0%
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.	2	3			14	19	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	6	12		1		19	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	5	10		1	3	19	93.8%	6.3%
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."	2	13		2	2	19	88.2%	11.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		3	4	9	3	19	18.8%	81.3%
18. Too much instructional time is spent administering assessments.	1	7		8	3	19	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		7	5	6	1	19	38.9%	61.1%

20. Increased workload has contributed to a decline in my morale.	5	12		1	1	19	94.4%	5.6%
21. I am paid fairly.	1	8	2	8		19	47.4%	52.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	8	3	5		19	57.9%	42.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	3	7		19	47.4%	52.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	9		1	1	19	94.4%	5.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	14	1	1	1	19	88.9%	11.1%
26. In my position, I receive appropriate and adequate support and training.	2	10		7		19	63.2%	36.8%
27. During this current school year, I have experienced harassing behavior from colleagues.			12	6		18	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			13	6		19	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	3	5	8		18	27.8%	72.2%
30. At my school I spend most of my PIP time on non-instructional activities.		5		10	4	19	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	10			6	18	100.0%	0.0%
32. In my school, I spend too much time in meetings.	1	5	1	11	1	19	33.3%	66.7%
33. In my school, there is adequate support for special education students.	2	10	1	5		18	66.7%	33.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	9	9		1		19	94.7%	5.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	11				19	100.0%	0.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	12	2	1		19	84.2%	15.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	11	1	4	1	19	72.2%	27.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	10		3	1	19	83.3%	16.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		9		9	1	19	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	2	11		5	1	19	72.2%	27.8%

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41. Student behavior online is disruptive to learning.		1	2	14	2	19	5.9%	94.1%
42. I am worried that students who are online are not actively engaged in class.	2	8		7	2	19	58.8%	41.2%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	11		5	2	19	70.6%	29.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	12	1	4	1	19	72.2%	27.8%