

HOMWOOD SCHOOL

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	13	2	6		28	71.4%	28.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	15	3	3		28	78.6%	21.4%
3. I personally feel successful in my work.	6	14		8		28	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	5	9	5	6	3	28	56.0%	44.0%
5. I want to be involved in decision-making at my school/worksite.	8	15	1	1	3	28	92.0%	8.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	7	2	9		28	60.7%	39.3%
7. In my school/worksite, I am treated as a professional.	14	10	1	3		28	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	15	10	1	2		28	89.3%	10.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	13	2	4	2	28	76.9%	23.1%
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.	7	11	1	3	6	28	81.8%	18.2%
11. My work performance is evaluated fairly.	9	16	1	2		28	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	14	3	4	1	28	74.1%	25.9%
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.	6	4		1	17	28	90.9%	9.1%
14. My administrators/supervisors respect the negotiated contracts.	10	11		5	2	28	80.8%	19.2%
15. My planning time is respected by my school administrations/supervisors.	12	7		2	7	28	90.5%	9.5%
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	10	3	4	1	28	74.1%	25.9%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	5	12	3	4	4	28	70.8%	29.2%
18. Too much instructional time is spent administering assessments.	2	2	1	13	10	28	22.2%	77.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	9	5	10		28	46.4%	53.6%

20. Increased workload has contributed to a decline in my morale.	9	6	5	6	2	28	57.7%	42.3%
21. I am paid fairly.	3	12	6	6		27	55.6%	44.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	12	2	5		27	74.1%	25.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	2	9	2	28	57.7%	42.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	11	1	2	1	28	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	2	2		28	85.7%	14.3%
26. In my position, I receive appropriate and adequate support and training.	7	15		6		28	78.6%	21.4%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	1	22	3	1	28	7.4%	92.6%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	21	5	1	28	3.7%	96.3%
29. During this current school year, I have experienced harassing behavior from parents.	2		18	7	1	28	7.4%	92.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	5	7	9	28	36.8%	63.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	11	1	5	8	28	70.0%	30.0%
32. In my school, I spend too much time in meetings.	2	6	5	14	1	28	29.6%	70.4%
33. In my school, there is adequate support for special education students.	11	12	1	3	1	28	85.2%	14.8%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	14	11	1	1	1	28	92.6%	7.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	11	14	2	1		28	89.3%	10.7%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	16		2	2	28	92.3%	7.7%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	9	15	1	2	1	28	88.9%	11.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	16		2	3	28	92.0%	8.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	5	4	11	5	28	34.8%	65.2%
40. In my class, I feel that students are engaged in virtual learning	3	6	6	6	7	28	42.9%	57.1%

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41. Student behavior online is disruptive to learning.	2	4	9	7	6	28	27.3%	72.7%
42. I am worried that students who are online are not actively engaged in class.	11	9		5	3	28	80.0%	20.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	6	8	5	3	6	28	63.6%	36.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	12	3	4	3	28	72.0%	28.0%