

LONGFELLOW ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	19	4	1	1	30	82.8%	17.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	16	1	2		30	90.0%	10.0%
3. I personally feel successful in my work.	5	17		8		30	73.3%	26.7%
4. I feel involved in decision-making at my school/worksite.	6	17	2	3	2	30	82.1%	17.9%
5. I want to be involved in decision-making at my school/worksite.	10	17			3	30	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	17	1	1		30	93.3%	6.7%
7. In my school/worksite, I am treated as a professional.	15	14	1			30	96.7%	3.3%
8. There is good teamwork among staff in my school/worksite.	9	21				30	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	18		1	8	30	95.5%	4.5%
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.	7	18	1	2	2	30	89.3%	10.7%
11. My work performance is evaluated fairly.	9	18	1	2		30	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	5	7		29	58.6%	41.4%
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.	1	7	1	1	19	29	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	12	18				30	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	7	21			2	30	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."	8	19		1	2	30	96.4%	3.6%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	9	3	13	3	30	40.7%	59.3%
18. Too much instructional time is spent administering assessments.	4	11		9	6	30	62.5%	37.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	10	4	14		30	40.0%	60.0%

20. Increased workload has contributed to a decline in my morale.	11	13		6		30	80.0%	20.0%
21. I am paid fairly.		14	6	9	1	30	48.3%	51.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	3	11		28	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	6	10		28	42.9%	57.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	16	3	2		29	82.8%	17.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	3	4	2	30	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	5	20	1	4		30	83.3%	16.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	1		17	12		30	3.3%	96.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	23	6		30	3.3%	96.7%
29. During this current school year, I have experienced harassing behavior from parents.	2	3	11	13	1	30	17.2%	82.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	5	2	14	8	30	27.3%	72.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	19			4	29	100.0%	0.0%
32. In my school, I spend too much time in meetings.	3	8	2	16	1	30	37.9%	62.1%
33. In my school, there is adequate support for special education students.	3	9	2	11	5	30	48.0%	52.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	17		1		28	96.4%	3.6%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	16		1	1	30	96.6%	3.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	15	1	8		30	70.0%	30.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	19	2	6	1	30	72.4%	27.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	21	1	3	1	30	86.2%	13.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	12	4	11		30	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	3	15		11	1	30	62.1%	37.9%

LONGFELLOW ES

41. Student behavior online is disruptive to learning.	1	5	2	21	1	30	20.7%	79.3%
42. I am worried that students who are online are not actively engaged in class.	5	15	1	7	2	30	71.4%	28.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	12	2	3	6	28	77.3%	22.7%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	17	2	4	2	29	77.8%	22.2%