

MAYFIELD WOODS MS

| Questions | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1. Overall, morale at my worksite is good | 6 | 31 | 1 | 5 | | 43 | 86.0% | 14.0% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 14 | 26 | 1 | 2 | | 43 | 93.0% | 7.0% |
| 3. I personally feel successful in my work. | 11 | 23 | | 9 | | 43 | 79.1% | 20.9% |
| 4. I feel involved in decision-making at my school/worksite. | 12 | 22 | 2 | 5 | 2 | 43 | 82.9% | 17.1% |
| 5. I want to be involved in decision-making at my school/worksite. | 8 | 28 | | 4 | 3 | 43 | 90.0% | 10.0% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 19 | 18 | | 4 | 2 | 43 | 90.2% | 9.8% |
| 7. In my school/worksite, I am treated as a professional. | 24 | 15 | | 4 | | 43 | 90.7% | 9.3% |
| 8. There is good teamwork among staff in my school/worksite. | 24 | 17 | 1 | 1 | | 43 | 95.3% | 4.7% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 8 | 18 | 1 | 11 | 5 | 43 | 68.4% | 31.6% |
| 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 | 19 | 2 | 10 | 4 | 42 | 68.4% | 31.6% |
| 11. My work performance is evaluated fairly. | 16 | 21 | 1 | 5 | | 43 | 86.0% | 14.0% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 8 | 18 | 6 | 9 | 2 | 43 | 63.4% | 36.6% |
| 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. | 5 | 5 | | 3 | 30 | 43 | 76.9% | 23.1% |
| 14. My administrators/supervisors respect the negotiated contracts. | 19 | 22 | | 2 | | 43 | 95.3% | 4.7% |
| 15. My planning time is respected by my school administrations/supervisors. | 12 | 20 | 1 | 5 | 5 | 43 | 84.2% | 15.8% |
| 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." | 15 | 17 | | 4 | 6 | 42 | 88.9% | 11.1% |
| 17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom. | 5 | 10 | 8 | 15 | 5 | 43 | 39.5% | 60.5% |
| 18. Too much instructional time is spent administering assessments. | 6 | 13 | 4 | 11 | 9 | 43 | 55.9% | 44.1% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 3 | 19 | 4 | 14 | 3 | 43 | 55.0% | 45.0% |

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| 20. Increased workload has contributed to a decline in my morale. | 15 | 15 | 2 | 6 | 4 | 42 | 78.9% | 21.1% |
| 21. I am paid fairly. | 3 | 16 | 11 | 13 | | 43 | 44.2% | 55.8% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 7 | 20 | 2 | 11 | 3 | 43 | 67.5% | 32.5% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 3 | 18 | 7 | 13 | 2 | 43 | 51.2% | 48.8% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 17 | 20 | | 4 | 2 | 43 | 90.2% | 9.8% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3 | 26 | 1 | 10 | 3 | 43 | 72.5% | 27.5% |
| 26. In my position, I receive appropriate and adequate support and training. | 10 | 23 | 3 | 7 | | 43 | 76.7% | 23.3% |
| 27. During this current school year, I have experienced harassing behavior from colleagues. | | 2 | 30 | 10 | 1 | 43 | 4.8% | 95.2% |
| 28. During this current school year, I have experienced harassing behavior from administrators/supervisors. | | 1 | 32 | 10 | | 43 | 2.3% | 97.7% |
| 29. During this current school year, I have experienced harassing behavior from parents. | 2 | 2 | 25 | 12 | 2 | 43 | 9.8% | 90.2% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 1 | 10 | 6 | 15 | 10 | 42 | 34.4% | 65.6% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 8 | 21 | 2 | 5 | 7 | 43 | 80.6% | 19.4% |
| 32. In my school, I spend too much time in meetings. | 7 | 17 | 2 | 15 | 2 | 43 | 58.5% | 41.5% |
| 33. In my school, there is adequate support for special education students. | 6 | 20 | 2 | 10 | 4 | 42 | 68.4% | 31.6% |
| 34. My administrator/supervisor provides people working from home with flexibility in their workday. | 19 | 22 | | 1 | 1 | 43 | 97.6% | 2.4% |
| 35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning. | 19 | 17 | 2 | 5 | | 43 | 83.7% | 16.3% |
| 36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning. | 10 | 19 | 1 | 12 | 1 | 43 | 69.0% | 31.0% |
| 37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning. | 8 | 20 | 2 | 12 | 1 | 43 | 66.7% | 33.3% |
| 38. HCPSS has provided the software I need to do my job and collaborate with colleagues. | 12 | 22 | | 8 | 1 | 43 | 81.0% | 19.0% |
| 39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use. | 4 | 13 | 6 | 18 | 2 | 43 | 41.5% | 58.5% |
| 40. In my class, I feel that students are engaged in virtual learning | 2 | 21 | 2 | 13 | 5 | 43 | 60.5% | 39.5% |

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| 41. Student behavior online is disruptive to learning. | | | 19 | 16 | 7 | 42 | 0.0% | 100.0% |
| 42. I am worried that students who are online are not actively engaged in class. | 11 | 23 | | 4 | 4 | 42 | 89.5% | 10.5% |
| 43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances. | 8 | 14 | 6 | 6 | 9 | 43 | 64.7% | 35.3% |
| 44. I feel that I have the curricular resources and support I need to do my job this year. | 10 | 18 | 4 | 7 | 4 | 43 | 71.8% | 28.2% |