

VETERANS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	16		7	1	30	75.9%	24.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	17		5		30	83.3%	16.7%
3. I personally feel successful in my work.	8	16	1	5		30	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	2	18	1	8	1	30	69.0%	31.0%
5. I want to be involved in decision-making at my school/worksite.	6	22		1	1	30	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	18	2	3		30	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	8	20		2		30	93.3%	6.7%
8. There is good teamwork among staff in my school/worksite.	8	19	1	2		30	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	17		6	5	30	76.0%	24.0%
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	13		6	4	30	76.9%	23.1%
11. My work performance is evaluated fairly.	9	17		4		30	86.7%	13.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	11	3	10		30	56.7%	43.3%
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.	3	9		1	15	28	92.3%	7.7%
14. My administrators/supervisors respect the negotiated contracts.	8	20		2		30	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	5	21		1	3	30	96.3%	3.7%
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."	4	16	1	3	5	29	83.3%	16.7%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	10	1	12	6	30	45.8%	54.2%
18. Too much instructional time is spent administering assessments.	4	8		13	5	30	48.0%	52.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	5	12	1	30	41.4%	58.6%

20. Increased workload has contributed to a decline in my morale.	8	13		7	2	30	75.0%	25.0%
21. I am paid fairly.	1	12	6	11		30	43.3%	56.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	17	2	5	1	30	75.9%	24.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	12	3	9	2	30	57.1%	42.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	12		3	1	30	89.7%	10.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	17		8		29	72.4%	27.6%
26. In my position, I receive appropriate and adequate support and training.	5	23	1	1		30	93.3%	6.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	1	15	9	4	30	7.7%	92.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			20	7	3	30	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	12	10	3	30	18.5%	81.5%
30. At my school I spend most of my PIP time on non-instructional activities.	1	5	4	11	8	29	28.6%	71.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	17		1	6	29	95.7%	4.3%
32. In my school, I spend too much time in meetings.	3	9	1	14	3	30	44.4%	55.6%
33. In my school, there is adequate support for special education students.	3	11	2	11	2	29	51.9%	48.1%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	8	16		3	2	29	88.9%	11.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	6	18	1	4		29	82.8%	17.2%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	18	1	5	2	29	77.8%	22.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	13	1	10	1	29	60.7%	39.3%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	22				29	100.0%	0.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	7	2	14	3	28	36.0%	64.0%
40. In my class, I feel that students are engaged in virtual learning	5	16		4	4	29	84.0%	16.0%

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41. Student behavior online is disruptive to learning.	1	4	1	16	7	29	22.7%	77.3%
42. I am worried that students who are online are not actively engaged in class.	4	12	2	6	5	29	66.7%	33.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	13	3	8	4	30	57.7%	42.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	18	2	4	2	30	78.6%	21.4%