

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	20	34	1	5		60	90.0%	10.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	22	33		5		60	91.7%	8.3%
3. I personally feel successful in my work.	18	35	1	6		60	88.3%	11.7%
4. I feel involved in decision-making at my school/worksite.	12	34	2	12		60	76.7%	23.3%
5. I want to be involved in decision-making at my school/worksite.	14	41		3	2	60	94.8%	5.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	35		7		60	88.3%	11.7%
7. In my school/worksite, I am treated as a professional.	32	26		2		60	96.7%	3.3%
8. There is good teamwork among staff in my school/worksite.	38	20		2		60	96.7%	3.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	32	1	10	4	60	80.4%	19.6%
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.	12	36		6	6	60	88.9%	11.1%
11. My work performance is evaluated fairly.	24	33		3	1	61	95.0%	5.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	29	5	15		60	66.7%	33.3%
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.	12	8		3	35	58	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	29	29		1	1	60	98.3%	1.7%
15. My planning time is respected by my school administrations/supervisors.	20	28		5	6	59	90.6%	9.4%
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."	16	33		1	11	61	98.0%	2.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		21	6	26	7	60	39.6%	60.4%
18. Too much instructional time is spent administering assessments.	2	16	2	24	16	60	40.9%	59.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	34	5	16		60	65.0%	35.0%

20. Increased workload has contributed to a decline in my morale.	10	26	2	19	4	61	63.2%	36.8%
21. I am paid fairly.	5	25	8	20	1	59	51.7%	48.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	33	1	9		61	83.6%	16.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	32	7	15	1	60	62.7%	37.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	26	1	5		61	90.2%	9.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	37	1	8	3	60	84.2%	15.8%
26. In my position, I receive appropriate and adequate support and training.	16	39		6		61	90.2%	9.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	45	13		61	4.9%	95.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	44	16		61	1.6%	98.4%
29. During this current school year, I have experienced harassing behavior from parents.		2	38	21		61	3.3%	96.7%
30. At my school I spend most of my PIP time on non-instructional activities.	1	11	7	23	18	60	28.6%	71.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	36		3	19	60	92.7%	7.3%
32. In my school, I spend too much time in meetings.	8	19	1	31	1	60	45.8%	54.2%
33. In my school, there is adequate support for special education students.	6	32	1	18	4	61	66.7%	33.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	18	31		10	2	61	83.1%	16.9%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	15	35		9	2	61	84.7%	15.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	10	39	1	10	1	61	81.7%	18.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	10	40	1	10		61	82.0%	18.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	15	42		2	2	61	96.6%	3.4%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	25	3	31	1	61	43.3%	56.7%
40. In my class, I feel that students are engaged in virtual learning	6	41	1	7	4	59	85.5%	14.5%

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41. Student behavior online is disruptive to learning.	1	15	8	34	3	61	27.6%	72.4%
42. I am worried that students who are online are not actively engaged in class.	8	25	1	24	3	61	56.9%	43.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	8	26	2	17	8	61	64.2%	35.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	11	31	1	10	6	59	79.2%	20.8%