

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	27	8	33	1	70	40.6%	59.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	33	6	28		70	51.4%	48.6%
3. I personally feel successful in my work.	17	35	1	16		69	75.4%	24.6%
4. I feel involved in decision-making at my school/worksite.	5	19	17	26	2	69	35.8%	64.2%
5. I want to be involved in decision-making at my school/worksite.	16	35	1	14	4	70	77.3%	22.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	30	11	21		70	54.3%	45.7%
7. In my school/worksite, I am treated as a professional.	17	39	5	9		70	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	15	39	3	13		70	77.1%	22.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	43	2	12	7	70	77.8%	22.2%
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.	11	31	6	10	12	70	72.4%	27.6%
11. My work performance is evaluated fairly.	14	39	3	12	2	70	77.9%	22.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	18	24	21		70	35.7%	64.3%
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.	5	14	1	3	46	69	82.6%	17.4%
14. My administrators/supervisors respect the negotiated contracts.	14	45	1	7	2	69	88.1%	11.9%
15. My planning time is respected by my school administrations/supervisors.	12	38	3	10	6	69	79.4%	20.6%
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."	5	24	11	19	10	69	49.2%	50.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	7	18	13	24	8	70	40.3%	59.7%
18. Too much instructional time is spent administering assessments.	12	23	3	20	12	70	60.3%	39.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	23	22	3	70	32.8%	67.2%

20. Increased workload has contributed to a decline in my morale.	32	24	1	11	2	70	82.4%	17.6%
21. I am paid fairly.	4	17	28	21		70	30.0%	70.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	29	8	24	1	69	52.9%	47.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	23	14	27	2	69	38.8%	61.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	38	7	7	3	70	79.1%	20.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	35	8	15	5	70	64.6%	35.4%
26. In my position, I receive appropriate and adequate support and training.	6	44	7	11	1	69	73.5%	26.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	1	34	32	2	70	2.9%	97.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	8	33	25	2	70	14.7%	85.3%
29. During this current school year, I have experienced harassing behavior from parents.	7	12	19	31	1	70	27.5%	72.5%
30. At my school I spend most of my PIP time on non-instructional activities.	6	9	6	33	16	70	27.8%	72.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	30	4	11	19	70	70.6%	29.4%
32. In my school, I spend too much time in meetings.	20	26	2	21	1	70	66.7%	33.3%
33. In my school, there is adequate support for special education students.	7	28	13	18	4	70	53.0%	47.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	21	40	1	6	2	70	89.7%	10.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	29	9	20		70	58.6%	41.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	35	5	20	1	69	63.2%	36.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	32	8	24		70	54.3%	45.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	12	42	3	11	1	69	79.4%	20.6%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	33	7	23	1	69	55.9%	44.1%
40. In my class, I feel that students are engaged in virtual learning	1	25	16	21	7	70	41.3%	58.7%

41. Student behavior online is disruptive to learning.		2	27	30	9	68	3.4%	96.6%
42. I am worried that students who are online are not actively engaged in class.	34	26	1	5	4	70	90.9%	9.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	13	27	10	15	5	70	61.5%	38.5%
44. I feel that I have the curricular resources and support I need to do my job this year.	8	30	9	15	7	69	61.3%	38.7%