

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	18	1	1		23	91.3%	8.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	18		1		23	95.7%	4.3%
3. I personally feel successful in my work.	4	15		3	1	23	86.4%	13.6%
4. I feel involved in decision-making at my school/worksite.	1	10	1	10	1	23	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	2	16		5		23	78.3%	21.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	12	1	8		22	59.1%	40.9%
7. In my school/worksite, I am treated as a professional.	4	19				23	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	10	12			1	23	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	12		6	3	22	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.	1	13		3	5	22	82.4%	17.6%
11. My work performance is evaluated fairly.	2	14	1	4	1	22	76.2%	23.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	13	3	5	1	23	63.6%	36.4%
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			14	22	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	4	17		1	1	23	95.5%	4.5%
15. My planning time is respected by my school administrations/supervisors.	3	17			3	23	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."	1	18		1	2	22	95.0%	5.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		4	6	10	3	23	20.0%	80.0%
18. Too much instructional time is spent administering assessments.	7	4	1	8	3	23	55.0%	45.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	2	10		23	47.8%	52.2%

20. Increased workload has contributed to a decline in my morale.	4	10		9		23	60.9%	39.1%
21. I am paid fairly.		6	5	12		23	26.1%	73.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	2	4		23	73.9%	26.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	2	8		23	56.5%	43.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	14				23	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	12		6	3	23	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	3	18	1	1		23	91.3%	8.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	15	7		23	4.3%	95.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	15	6		22	4.5%	95.5%
29. During this current school year, I have experienced harassing behavior from parents.		2	9	12		23	8.7%	91.3%
30. At my school I spend most of my PIP time on non-instructional activities.	1	4	1	9	8	23	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	13		2	5	23	88.9%	11.1%
32. In my school, I spend too much time in meetings.	3	8		12		23	47.8%	52.2%
33. In my school, there is adequate support for special education students.	1	13		6	3	23	70.0%	30.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	7	15		1		23	95.7%	4.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	3	18		1		22	95.5%	4.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.		18	1	3		22	81.8%	18.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.		15		8		23	65.2%	34.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.		20		3		23	87.0%	13.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	9		11		23	52.2%	47.8%
40. In my class, I feel that students are engaged in virtual learning	2	11	1	7	2	23	61.9%	38.1%

41. Student behavior online is disruptive to learning.	1		7	13	2	23	4.8%	95.2%
42. I am worried that students who are online are not actively engaged in class.	9	10		2	2	23	90.5%	9.5%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	9	1	5	3	23	70.0%	30.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	15	1	3	1	23	81.8%	18.2%