

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	16	1	4	1	29	82.1%	17.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	17		1		30	96.7%	3.3%
3. I personally feel successful in my work.	10	15		5		30	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	6	16		7	1	30	75.9%	24.1%
5. I want to be involved in decision-making at my school/worksite.	7	22		1		30	96.7%	3.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	16	2	2		30	86.7%	13.3%
7. In my school/worksite, I am treated as a professional.	13	16		1		30	96.7%	3.3%
8. There is good teamwork among staff in my school/worksite.	15	12		3		30	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	13		2	11	30	89.5%	10.5%
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.	5	19	1	4	1	30	82.8%	17.2%
11. My work performance is evaluated fairly.	13	13		2	2	30	92.9%	7.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	11	2	8	1	30	65.5%	34.5%
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.	7	6	1	2	13	29	81.3%	18.8%
14. My administrators/supervisors respect the negotiated contracts.	12	16		2		30	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	7	13	1		9	30	95.2%	4.8%
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."	5	8		2	12	27	86.7%	13.3%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	1	4	8	16	30	14.3%	85.7%

18. Too much instructional time is spent administering assessments.		4	1	10	15	30	26.7%	73.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	6	7		30	56.7%	43.3%
20. Increased workload has contributed to a decline in my morale.	4	11	3	10	2	30	53.6%	46.4%
21. I am paid fairly.	2	15	4	8		29	58.6%	41.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	10	4	9		30	56.7%	43.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	7	8	1	29	46.4%	53.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	11	2	6	2	29	70.4%	29.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	14	1	5	5	30	76.0%	24.0%
26. In my position, I receive appropriate and adequate support and training.	7	18	1	4		30	83.3%	16.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	18	8	1	30	10.3%	89.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			18	11	1	30	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	5	13	5	5	30	28.0%	72.0%
30. At my school I spend most of my PIP time on non-instructional activities.		6	1	7	16	30	42.9%	57.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	12		1	15	30	93.3%	6.7%
32. In my school, I spend too much time in meetings.	4	11	1	11	3	30	55.6%	44.4%
33. In my school, there is adequate support for special education students.		11	1	6	12	30	61.1%	38.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday	11	17		1		29	96.6%	3.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	14	12		2		28	92.9%	7.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	11		5	7	29	77.3%	22.7%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	14		6	3	29	76.9%	23.1%

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	18		1	1	28	96.3%	3.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		7	4	17	1	29	25.0%	75.0%
40. In my class, I feel that students are engaged in virtual learning	1	8		4	16	29	69.2%	30.8%
41. Student behavior online is disruptive to learning.	1	1	6	5	16	29	15.4%	84.6%
42. I am worried that students who are online are not actively engaged in class.	6	9	1	1	12	29	88.2%	11.8%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	8		2	14	28	85.7%	14.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	13	1	3	9	29	80.0%	20.0%