

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	17	1	6	3	30	74.1%	25.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	16		6		30	80.0%	20.0%
3. I personally feel successful in my work.	6	15	1	8		30	70.0%	30.0%
4. I feel involved in decision-making at my school/worksite.	5	13	3	7	2	30	64.3%	35.7%
5. I want to be involved in decision-making at my school/worksite.	9	13		1	7	30	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	17	1	4	2	30	82.1%	17.9%
7. In my school/worksite, I am treated as a professional.	12	17		1		30	96.7%	3.3%
8. There is good teamwork among staff in my school/worksite.	10	17		2	1	30	93.1%	6.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	14	1	7	4	29	68.0%	32.0%
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.	6	13		5	6	30	79.2%	20.8%
11. My work performance is evaluated fairly.	8	15		4	3	30	85.2%	14.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	12	5	7	1	30	58.6%	41.4%
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.	5	4			21	30	100.0%	0.0%
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.	8	8	1	6	7	30	69.6%	30.4%
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."	6	14		4	6	30	83.3%	16.7%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		13		9	8	30	59.1%	40.9%
18. Too much instructional time is spent administering assessments.	3	9		9	9	30	57.1%	42.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	3	9	2	30	57.1%	42.9%

20. Increased workload has contributed to a decline in my morale.	9	10		8	2	29	70.4%	29.6%
21. I am paid fairly.	3	15	3	9		30	60.0%	40.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	22	1	1		30	93.3%	6.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	22	2	5		30	76.7%	23.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	20		1		30	96.7%	3.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	18		5	3	29	80.8%	19.2%
26. In my position, I receive appropriate and adequate support and training.	7	17		5	1	30	82.8%	17.2%
27. During this current school year, I have experienced harassing behavior from colleagues.			17	11	2	30	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			18	10	2	30	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		6	10	11	3	30	22.2%	77.8%
30. At my school I spend most of my PIP time on non-instructional activities.		6		9	14	29	40.0%	60.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	9		4	14	29	73.3%	26.7%
32. In my school, I spend too much time in meetings.	6	11	1	8	4	30	65.4%	34.6%
33. In my school, there is adequate support for special education students.	2	10	4	8	6	30	50.0%	50.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	17	2	1		30	90.0%	10.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	15	1	4	2	30	82.1%	17.9%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	20	1	6		30	76.7%	23.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	19		6	1	30	79.3%	20.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	22		4		30	86.7%	13.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	8		18		29	37.9%	62.1%
40. In my class, I feel that students are engaged in virtual learning	3	14		7	6	30	70.8%	29.2%

BOLLMAN BRIDGE ES

41. Student behavior online is disruptive to learning.		11	3	13	3	30	40.7%	59.3%
42. I am worried that students who are online are not actively engaged in class.	9	15		4	2	30	85.7%	14.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	14	2	7	6	30	62.5%	37.5%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	15	1	8	4	30	65.4%	34.6%