

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	20	2	11		35	62.9%	37.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	18		9	1	34	72.7%	27.3%
3. I personally feel successful in my work.	9	20	2	4		35	82.9%	17.1%
4. I feel involved in decision-making at my school/worksite.	4	14	2	12	3	35	56.3%	43.8%
5. I want to be involved in decision-making at my school/worksite.	3	26		4	2	35	87.9%	12.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	17		9		35	74.3%	25.7%
7. In my school/worksite, I am treated as a professional.	9	26				35	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	18	15		2		35	94.3%	5.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	21		4	9	35	84.6%	15.4%
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.	7	16	2	4	6	35	79.3%	20.7%
11. My work performance is evaluated fairly.	4	24		4	3	35	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	14	4	15		35	45.7%	54.3%
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.	3	8		1	22	34	91.7%	8.3%
14. My administrators/supervisors respect the negotiated contracts.	13	20		2		35	94.3%	5.7%
15. My planning time is respected by my school administrations/supervisors.	6	19	1	4	5	35	83.3%	16.7%
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."	3	21		3	8	35	88.9%	11.1%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	9	2	14	9	35	38.5%	61.5%
18. Too much instructional time is spent administering assessments.	3	10		15	7	35	46.4%	53.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	5	15		34	41.2%	58.8%

20. Increased workload has contributed to a decline in my morale.	12	13	1	8		34	73.5%	26.5%
21. I am paid fairly.	1	11	7	16		35	34.3%	65.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	3	15		35	48.6%	51.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	4	14	2	33	41.9%	58.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	13	1	2		35	91.4%	8.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	1	7	6	35	72.4%	27.6%
26. In my position, I receive appropriate and adequate support and training.	3	22	2	8		35	71.4%	28.6%
27. During this current school year, I have experienced harassing behavior from colleagues.			21	12	1	34	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	21	10	1	35	8.8%	91.2%
29. During this current school year, I have experienced harassing behavior from parents.		7	14	12	2	35	21.2%	78.8%
30. At my school I spend most of my PIP time on non-instructional activities.	2	6	1	17	8	34	30.8%	69.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	25	1	1	6	35	93.1%	6.9%
32. In my school, I spend too much time in meetings.	6	11	1	17		35	48.6%	51.4%
33. In my school, there is adequate support for special education students.	3	11	8	10	3	35	43.8%	56.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	19	1	2	2	34	90.6%	9.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	6	23	1	4		34	85.3%	14.7%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	19	1	10		35	68.6%	31.4%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	20	3	7	1	35	70.6%	29.4%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	22	1	3	2	35	87.9%	12.1%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	12	1	19	1	34	39.4%	60.6%
40. In my class, I feel that students are engaged in virtual learning	3	17	4	8	3	35	62.5%	37.5%

41. Student behavior online is disruptive to learning.		1	15	14	5	35	3.3%	96.7%
42. I am worried that students who are online are not actively engaged in class.	14	12		7	1	34	78.8%	21.2%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	18	3	8	1	35	67.6%	32.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	21	1	5	2	34	81.3%	18.8%