

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	28	7	16	6	60	57.4%	42.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	30	11	13	1	60	59.3%	40.7%
3. I personally feel successful in my work.	17	34	1	8		60	85.0%	15.0%
4. I feel involved in decision-making at my school/worksite.	3	19	12	22	3	59	39.3%	60.7%
5. I want to be involved in decision-making at my school/worksite.	11	39	1	4	4	59	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	30	7	16	1	60	61.0%	39.0%
7. In my school/worksite, I am treated as a professional.	13	38	1	7	1	60	86.4%	13.6%
8. There is good teamwork among staff in my school/worksite.	10	36	3	11		60	76.7%	23.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	35	4	6	10	60	80.0%	20.0%
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.	13	22	1	11	12	59	74.5%	25.5%
11. My work performance is evaluated fairly.	15	34	1	9	1	60	83.1%	16.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	26	12	18	1	60	49.2%	50.8%
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.	6	18	1		34	59	96.0%	4.0%
14. My administrators/supervisors respect the negotiated contracts.	11	41	1	6	1	60	88.1%	11.9%
15. My planning time is respected by my school administrations/supervisors.	10	35	2	3	9	59	90.0%	10.0%
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."	8	31	1	5	15	60	86.7%	13.3%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		6	12	28	14	60	13.0%	87.0%
18. Too much instructional time is spent administering assessments.	5	26	1	15	13	60	66.0%	34.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	15	20	2	59	38.6%	61.4%

20. Increased workload has contributed to a decline in my morale.	19	22		17	2	60	70.7%	29.3%
21. I am paid fairly.		22	13	25		60	36.7%	63.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	25	11	22		60	45.0%	55.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	11	31	1	58	26.3%	73.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	35	3	6		60	85.0%	15.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	34	4	12	7	60	69.8%	30.2%
26. In my position, I receive appropriate and adequate support and training.	8	35	2	12	3	60	75.4%	24.6%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	6	29	20	4	60	12.5%	87.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	27	29	3	60	1.8%	98.2%
29. During this current school year, I have experienced harassing behavior from parents.	6	4	15	31	4	60	17.9%	82.1%
30. At my school I spend most of my PIP time on non-instructional activities.	6	19	2	22	11	60	51.0%	49.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	29	3	16	10	60	62.0%	38.0%
32. In my school, I spend too much time in meetings.	7	13	3	34	3	60	35.1%	64.9%
33. In my school, there is adequate support for special education students.	9	23	4	16	8	60	61.5%	38.5%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	16	32	2	3	5	58	90.6%	9.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	18	28	2	11	1	60	78.0%	22.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	9	35	2	14		60	73.3%	26.7%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	5	36	6	13		60	68.3%	31.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	44	3	9		60	80.0%	20.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	6	22	4	27	1	60	47.5%	52.5%
40. In my class, I feel that students are engaged in virtual learning	3	33	6	12	6	60	66.7%	33.3%

41. Student behavior online is disruptive to learning.		5	17	31	7	60	9.4%	90.6%
42. I am worried that students who are online are not actively engaged in class.	19	29	1	5	6	60	88.9%	11.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	9	20	9	16	5	59	53.7%	46.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	9	25	6	16	4	60	60.7%	39.3%