

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	8	14		2	1	25	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	12		2		25	92.0%	8.0%
3. I personally feel successful in my work.	6	15		4		25	84.0%	16.0%
4. I feel involved in decision-making at my school/worksite.	6	11	4	2	2	25	73.9%	26.1%
5. I want to be involved in decision-making at my school/worksite.	7	12		1	5	25	95.0%	5.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	10	1	2		25	88.0%	12.0%
7. In my school/worksite, I am treated as a professional.	15	7	1	2		25	88.0%	12.0%
8. There is good teamwork among staff in my school/worksite.	13	8	2	2		25	84.0%	16.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	8	1	3	8	25	76.5%	23.5%
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	11		5	4	25	76.2%	23.8%
11. My work performance is evaluated fairly.	14	11				25	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	9	2	5	1	25	70.8%	29.2%
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		1	15	25	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	16	8		1		25	96.0%	4.0%
15. My planning time is respected by my school administrations/supervisors.	14	6	1	1	3	25	90.9%	9.1%
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."	11	10			4	25	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		1	9	10	5	25	5.0%	95.0%
18. Too much instructional time is spent administering assessments.	4	7	2	8	4	25	52.4%	47.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	2	8		25	60.0%	40.0%

20. Increased workload has contributed to a decline in my morale.	3	14	1	5	2	25	73.9%	26.1%
21. I am paid fairly.	2	10	5	8		25	48.0%	52.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	9	3	7	2	25	56.5%	43.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	5	8	1	25	45.8%	54.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	9		5	1	25	79.2%	20.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	14		2	4	25	90.5%	9.5%
26. In my position, I receive appropriate and adequate support and training.	4	15		6		25	76.0%	24.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	16	6	1	25	8.3%	91.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	18	5	1	25	4.2%	95.8%
29. During this current school year, I have experienced harassing behavior from parents.	1	1	15	6	2	25	8.7%	91.3%
30. At my school I spend most of my PIP time on non-instructional activities.		4	3	9	9	25	25.0%	75.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	10	1	2	7	25	83.3%	16.7%
32. In my school, I spend too much time in meetings.	3	4		17		24	29.2%	70.8%
33. In my school, there is adequate support for special education students.	3	9	2	8	3	25	54.5%	45.5%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	12	10	1		2	25	95.7%	4.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	18	5	2			25	92.0%	8.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	16		2		25	92.0%	8.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	5	11	2	7		25	64.0%	36.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	15		3	2	25	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.	1	14	2	5	3	25	68.2%	31.8%
40. In my class, I feel that students are engaged in virtual learning	3	16		1	5	25	95.0%	5.0%

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41. Student behavior online is disruptive to learning.			5	16	4	25	0.0%	100.0%
42. I am worried that students who are online are not actively engaged in class.	1	12	1	8	3	25	59.1%	40.9%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	12	1	6	4	25	66.7%	33.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	16		3	2	25	87.0%	13.0%