

CENTRAL OFFICE

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	28	1	6	2	42	82.5%	17.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	23	1	8		42	78.6%	21.4%
3. I personally feel successful in my work.	13	26		3		42	92.9%	7.1%
4. I feel involved in decision-making at my school/worksite.	6	22	2	10	2	42	70.0%	30.0%
5. I want to be involved in decision-making at my school/worksite.	10	26		2	4	42	94.7%	5.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	18	2	11		42	69.0%	31.0%
7. In my school/worksite, I am treated as a professional.	13	23	2	4		42	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	17	21		4		42	90.5%	9.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	9		5	24	42	72.2%	27.8%
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.	12	18	1	4	7	42	85.7%	14.3%
11. My work performance is evaluated fairly.	12	24	1	2	3	42	92.3%	7.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	23	1	4	6	42	86.1%	13.9%
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	11	1	1	24	42	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	12	22	1	4	2	41	87.2%	12.8%
15. My planning time is respected by my school administrations/supervisors.	2	4			35	41	0.0%	0.0%
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."					41	41	0.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.					41	41	0.0%	0.0%
18. Too much instructional time is spent administering assessments.					42	42	0.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	15		7	12	42	76.7%	23.3%

20. Increased workload has contributed to a decline in my morale.	4	7	6	22	2	41	28.2%	71.8%
21. I am paid fairly.	4	25	1	11		41	70.7%	29.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	29	1	3		42	90.5%	9.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	23	3	12		40	62.5%	37.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	30		3		41	92.7%	7.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	15		13	8	41	60.6%	39.4%
26. In my position, I receive appropriate and adequate support and training.	3	27	1	11		42	71.4%	28.6%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	25	11	3	42	7.7%	92.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	25	11	3	42	7.7%	92.3%
29. During this current school year, I have experienced harassing behavior from parents.		1	6	5	30	42	8.3%	91.7%
30. At my school I spend most of my PIP time on non-instructional activities.			1		41	42	0.0%	0.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.					42	42	0.0%	0.0%
32. In my school, I spend too much time in meetings.	3	2		8	29	42	38.5%	61.5%
33. In my school, there is adequate support for special education students.		1		1	40	42	50.0%	50.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	13	24		4	1	42	90.2%	9.8%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	20	1	1	12	42	93.3%	6.7%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	1	8		4	29	42	69.2%	30.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	13	1	1	23	42	89.5%	10.5%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	29		2	3	42	94.9%	5.1%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		3	10	26	3	42	7.7%	92.3%
40. In my class, I feel that students are engaged in virtual learning					41	41	0.0%	0.0%

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41. Student behavior online is disruptive to learning.					42	42	0.0%	0.0%
42. I am worried that students who are online are not actively engaged in class.	3	3			36	42	100.0%	0.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.		2			40	42	100.0%	0.0%
44. I feel that I have the curricular resources and support I need to do my job this year.		4			38	42	100.0%	0.0%