

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	9	12	9		31	32.3%	67.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	6	11	11		30	26.7%	73.3%
3. I personally feel successful in my work.	6	19	2	3		30	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	2	7	10	9	2	30	32.1%	67.9%
5. I want to be involved in decision-making at my school/worksite.	6	21		1	3	31	96.4%	3.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	6	8	13		31	32.3%	67.7%
7. In my school/worksite, I am treated as a professional.	6	15	1	9		31	67.7%	32.3%
8. There is good teamwork among staff in my school/worksite.	13	16	1	1		31	93.5%	6.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	13		7	8	31	69.6%	30.4%
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.	5	15		4	7	31	83.3%	16.7%
11. My work performance is evaluated fairly.	3	14	1	5	5	28	73.9%	26.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	10	7	1	31	43.3%	56.7%
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.	1	3			26	30	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	5	23		3		31	90.3%	9.7%
15. My planning time is respected by my school administrations/supervisors.	6	19		4	2	31	86.2%	13.8%
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."	2	15		3	11	31	85.0%	15.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		3	14	8	6	31	12.0%	88.0%
18. Too much instructional time is spent administering assessments.	1	8	1	15	6	31	36.0%	64.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	9	7	12	1	31	36.7%	63.3%

20. Increased workload has contributed to a decline in my morale.	12	12	3	4		31	77.4%	22.6%
21. I am paid fairly.	1	12	9	9		31	41.9%	58.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	11	6		31	45.2%	54.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	6	12		30	40.0%	60.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	18		2		31	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	1	7	2	31	72.4%	27.6%
26. In my position, I receive appropriate and adequate support and training.	3	20	1	7		31	74.2%	25.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	17	11		31	9.7%	90.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	7	19		30	13.3%	86.7%
29. During this current school year, I have experienced harassing behavior from parents.	1	7	10	13		31	25.8%	74.2%
30. At my school I spend most of my PIP time on non-instructional activities.	4	13	1	9	4	31	63.0%	37.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	18	1	5	5	31	76.9%	23.1%
32. In my school, I spend too much time in meetings.	10	9		10	2	31	65.5%	34.5%
33. In my school, there is adequate support for special education students.	1	14	5	9	2	31	51.7%	48.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	5	22		2	1	30	93.1%	6.9%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	4	13	5	8		30	56.7%	43.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	22		2	1	31	93.3%	6.7%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	24	1	2	1	31	90.0%	10.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	20	2	4		30	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.	4	8		18	1	31	40.0%	60.0%
40. In my class, I feel that students are engaged in virtual learning	3	19	1	4	3	30	81.5%	18.5%

41. Student behavior online is disruptive to learning.	1	1	15	11	3	31	7.1%	92.9%
42. I am worried that students who are online are not actively engaged in class.	10	12	1	5	2	30	78.6%	21.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	9	9	3	6	4	31	66.7%	33.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	16	3	5	2	31	72.4%	27.6%