

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	20	1	3	1	31	86.7%	13.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	14	1	4		31	83.9%	16.1%
3. I personally feel successful in my work.	11	17	1	2		31	90.3%	9.7%
4. I feel involved in decision-making at my school/worksite.	8	15	1	6	1	31	76.7%	23.3%
5. I want to be involved in decision-making at my school/worksite.	7	18		2	4	31	92.6%	7.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	17	1	4		31	83.9%	16.1%
7. In my school/worksite, I am treated as a professional.	13	15		3		31	90.3%	9.7%
8. There is good teamwork among staff in my school/worksite.	18	12		1		31	96.8%	3.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	16	3	1	3	31	85.7%	14.3%
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.	8	17			6	31	100.0%	0.0%
11. My work performance is evaluated fairly.	11	14		5	1	31	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	13	5	8		31	58.1%	41.9%
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.	4	6		2	19	31	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	13	17		1		31	96.8%	3.2%
15. My planning time is respected by my school administrations/supervisors.	13	12		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."	9	19	1		2	31	96.6%	3.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	15	1	10	1	31	63.3%	36.7%
18. Too much instructional time is spent administering assessments.		10	1	16	2	29	37.0%	63.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	16	2	11		31	58.1%	41.9%

20. Increased workload has contributed to a decline in my morale.	10	13		8		31	74.2%	25.8%
21. I am paid fairly.		7	9	15		31	22.6%	77.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	17	2	4	1	31	80.0%	20.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	21	1	7	1	31	73.3%	26.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	13				31	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	16		3	2	31	89.7%	10.3%
26. In my position, I receive appropriate and adequate support and training.	10	17	1	3		31	87.1%	12.9%
27. During this current school year, I have experienced harassing behavior from colleagues.			24	7		31	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		21	8		30	3.3%	96.7%
29. During this current school year, I have experienced harassing behavior from parents.	2	2	16	11		31	12.9%	87.1%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	3	13	7	30	30.4%	69.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	17		1	4	30	96.2%	3.8%
32. In my school, I spend too much time in meetings.	5	8	1	17		31	41.9%	58.1%
33. In my school, there is adequate support for special education students.	3	10	10	6	2	31	44.8%	55.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	14	15		1		30	96.7%	3.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	14	11		4	1	30	86.2%	13.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	10	17		3		30	90.0%	10.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	18		5	1	30	82.8%	17.2%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	10	19		1	1	31	96.7%	3.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	14	1	13	1	31	53.3%	46.7%
40. In my class, I feel that students are engaged in virtual learning	4	19	3	3	2	31	79.3%	20.7%

41. Student behavior online is disruptive to learning.	2	12	4	13		31	45.2%	54.8%
42. I am worried that students who are online are not actively engaged in class.	6	15	1	7	2	31	72.4%	27.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	19	1	6	3	31	75.0%	25.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	18	1	5	1	31	80.0%	20.0%