

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	26	2	9	1	42	73.2%	26.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	29	2	8		42	76.2%	23.8%
3. I personally feel successful in my work.	7	31	1	3		42	90.5%	9.5%
4. I feel involved in decision-making at my school/worksite.	5	16	4	14	3	42	53.8%	46.2%
5. I want to be involved in decision-making at my school/worksite.	12	26		2	2	42	95.0%	5.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	25	3	5	1	42	80.5%	19.5%
7. In my school/worksite, I am treated as a professional.	10	26		6		42	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	14	25		3		42	92.9%	7.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	19	4	6	9	42	69.7%	30.3%
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	25	2	3	4	42	86.8%	13.2%
11. My work performance is evaluated fairly.	10	26		4	2	42	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	22	8	9	1	42	58.5%	41.5%
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.	3	10		2	27	42	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	12	25	1	3	1	42	90.2%	9.8%
15. My planning time is respected by my school administrations/supervisors.	6	23	2	4	7	42	82.9%	17.1%
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."	4	27	1	5	4	41	83.8%	16.2%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	11	7	18	4	42	34.2%	65.8%
18. Too much instructional time is spent administering assessments.	5	15	2	12	8	42	58.8%	41.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	7	12	1	42	53.7%	46.3%

20. Increased workload has contributed to a decline in my morale.	14	14	2	10	1	41	70.0%	30.0%
21. I am paid fairly.	2	13	13	14		42	35.7%	64.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	27	6	6		42	71.4%	28.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	7	11		42	57.1%	42.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	24	5	1		42	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	24	4	5	2	42	77.5%	22.5%
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.		1	27	11	3	42	2.6%	97.4%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	25	13	2	41	2.6%	97.4%
29. During this current school year, I have experienced harassing behavior from parents.	5	4	17	13	3	42	23.1%	76.9%
30. At my school I spend most of my PIP time on non-instructional activities.	3	11	1	14	13	42	48.3%	51.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	23	1	3	11	42	87.1%	12.9%
32. In my school, I spend too much time in meetings.	8	13	1	18	2	42	52.5%	47.5%
33. In my school, there is adequate support for special education students.	1	12	12	13	2	40	34.2%	65.8%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	26	1	5		42	85.7%	14.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	6	27	3	6		42	78.6%	21.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	29	1	5	2	42	85.0%	15.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	25	5	8	2	42	67.5%	32.5%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	30	3	3		42	85.7%	14.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	8	3	26		42	31.0%	69.0%
40. In my class, I feel that students are engaged in virtual learning	7	26	1	5	3	42	84.6%	15.4%

41. Student behavior online is disruptive to learning.	2	11	4	21	3	41	34.2%	65.8%
42. I am worried that students who are online are not actively engaged in class.	8	15	3	13	2	41	59.0%	41.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	20	3	13	3	42	59.0%	41.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	23	3	8	3	42	71.8%	28.2%