

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	13	2	4		23	73.9%	26.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	13	1	3		23	82.6%	17.4%
3. I personally feel successful in my work.	3	15	1	4		23	78.3%	21.7%
4. I feel involved in decision-making at my school/worksite.	3	9	2	9		23	52.2%	47.8%
5. I want to be involved in decision-making at my school/worksite.	4	16		3		23	87.0%	13.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	14	2	3		23	78.3%	21.7%
7. In my school/worksite, I am treated as a professional.	9	14				23	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	15	7		1		23	95.7%	4.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	12		4	2	23	81.0%	19.0%
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.	7	9	1	3	3	23	80.0%	20.0%
11. My work performance is evaluated fairly.	6	15		2		23	91.3%	8.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	7	3	10		23	43.5%	56.5%
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.	4	7			12	23	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	8	14		1		23	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	9	12		1	1	23	95.5%	4.5%
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."	5	14		2	2	23	90.5%	9.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		11	1	7	4	23	57.9%	42.1%
18. Too much instructional time is spent administering assessments.	1	6		10	6	23	41.2%	58.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		10	5	6	1	22	47.6%	52.4%

20. Increased workload has contributed to a decline in my morale.	9	9	1	4		23	78.3%	21.7%
21. I am paid fairly.		5	5	13		23	21.7%	78.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15		5	1	22	76.2%	23.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	2	11	1	22	38.1%	61.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	9		3	1	23	86.4%	13.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	17	1	2	1	23	86.4%	13.6%
26. In my position, I receive appropriate and adequate support and training.	2	18		2		22	90.9%	9.1%
27. During this current school year, I have experienced harassing behavior from colleagues.			17	6		23	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			17	6		23	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		1	11	11		23	4.3%	95.7%
30. At my school I spend most of my PIP time on non-instructional activities.		4	1	12	5	22	23.5%	76.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	13		1	4	22	94.4%	5.6%
32. In my school, I spend too much time in meetings.	2	2		17	2	23	19.0%	81.0%
33. In my school, there is adequate support for special education students.	1	8	3	8	3	23	45.0%	55.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	7	13		2	1	23	90.9%	9.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	12	1	1	1	23	90.9%	9.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	16		3	1	23	86.4%	13.6%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	13		6	2	23	71.4%	28.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	16		2	1	22	90.5%	9.5%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	6	1	13	1	23	36.4%	63.6%
40. In my class, I feel that students are engaged in virtual learning		16	1	4	2	23	76.2%	23.8%

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41. Student behavior online is disruptive to learning.	1	3	3	11	4	22	22.2%	77.8%
42. I am worried that students who are online are not actively engaged in class.	5	9		5	4	23	73.7%	26.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	6	6	3	4	22	50.0%	50.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	13	3	4	1	23	68.2%	31.8%