

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	14		13		32	59.4%	40.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	18	1	8		32	71.9%	28.1%
3. I personally feel successful in my work.	7	10	1	12		30	56.7%	43.3%
4. I feel involved in decision-making at my school/worksite.	3	13	3	12	1	32	51.6%	48.4%
5. I want to be involved in decision-making at my school/worksite.	7	24			1	32	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	13	2	11		32	59.4%	40.6%
7. In my school/worksite, I am treated as a professional.	7	21		4		32	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	7	23	2			32	93.8%	6.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	13		8	7	32	68.0%	32.0%
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.	5	13	2	7	5	32	66.7%	33.3%
11. My work performance is evaluated fairly.	4	19	2	5	2	32	76.7%	23.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	8	8	12		32	37.5%	62.5%
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	4		4	20	32	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	7	21		4		32	87.5%	12.5%
15. My planning time is respected by my school administrations/supervisors.	7	19	1	3	1	31	86.7%	13.3%
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."	3	14	1	7	7	32	68.0%	32.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	8	4	11	5	32	44.4%	55.6%
18. Too much instructional time is spent administering assessments.	3	7	1	16	5	32	37.0%	63.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	12	6	10	1	32	48.4%	51.6%

20. Increased workload has contributed to a decline in my morale.	14	8	3	6		31	71.0%	29.0%
21. I am paid fairly.		9	9	14		32	28.1%	71.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	13	4	10		32	56.3%	43.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	5	12		32	46.9%	53.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	17	3	1		32	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21	1	5	3	32	79.3%	20.7%
26. In my position, I receive appropriate and adequate support and training.	5	19	1	6	1	32	77.4%	22.6%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	20	7	1	32	12.9%	87.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	20	10		32	6.3%	93.8%
29. During this current school year, I have experienced harassing behavior from parents.	2	8	11	10		31	32.3%	67.7%
30. At my school I spend most of my PIP time on non-instructional activities.	2	4	3	12	11	32	28.6%	71.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	18		3	9	32	87.0%	13.0%
32. In my school, I spend too much time in meetings.	12	7	1	10	2	32	63.3%	36.7%
33. In my school, there is adequate support for special education students.	3	4	5	18	2	32	23.3%	76.7%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	11	16	1	4		32	84.4%	15.6%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	10	17	2	3		32	84.4%	15.6%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	18	2	6		32	75.0%	25.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	13	3	12		32	53.1%	46.9%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	24	1	3	1	32	87.1%	12.9%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	4	12	4	10	2	32	53.3%	46.7%
40. In my class, I feel that students are engaged in virtual learning	4	17	1	7	3	32	72.4%	27.6%

41. Student behavior online is disruptive to learning.		7	5	18	2	32	23.3%	76.7%
42. I am worried that students who are online are not actively engaged in class.	9	12	1	8	2	32	70.0%	30.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	15	3	9	2	32	60.0%	40.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	11	3	11	2	31	51.7%	48.3%