

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	19	3	6	3	33	70.0%	30.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	15	2	9		33	66.7%	33.3%
3. I personally feel successful in my work.	6	21	3	3		33	81.8%	18.2%
4. I feel involved in decision-making at my school/worksite.	6	12	10	5		33	54.5%	45.5%
5. I want to be involved in decision-making at my school/worksite.	16	15	1	1		33	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	14	4	6	1	33	68.8%	31.3%
7. In my school/worksite, I am treated as a professional.	14	12		7		33	78.8%	21.2%
8. There is good teamwork among staff in my school/worksite.	10	21	1	1		33	93.9%	6.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	11	5	7	7	33	53.8%	46.2%
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	17		4	5	33	85.7%	14.3%
11. My work performance is evaluated fairly.	8	17	1	6	1	33	78.1%	21.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		10	9	13	1	33	31.3%	68.8%
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	9	1	1	21	33	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	5	23		5		33	84.8%	15.2%
15. My planning time is respected by my school administrations/supervisors.	6	15	2	4	6	33	77.8%	22.2%
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	17	2	4	8	33	76.0%	24.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	9	6	13	3	33	36.7%	63.3%
18. Too much instructional time is spent administering assessments.	3	11	2	9	8	33	56.0%	44.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	11	8	9	1	32	45.2%	54.8%

20. Increased workload has contributed to a decline in my morale.	9	11	1	10	2	33	64.5%	35.5%
21. I am paid fairly.		5	12	16		33	15.2%	84.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	18	2	9		32	65.6%	34.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	6	14		33	39.4%	60.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	21	1	1		32	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	15	3	8	3	33	63.3%	36.7%
26. In my position, I receive appropriate and adequate support and training.	5	19	3	6		33	72.7%	27.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	4	23	5		33	15.2%	84.8%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	22	6	1	33	12.5%	87.5%
29. During this current school year, I have experienced harassing behavior from parents.	4	4	12	12	1	33	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2	14	1	7	9	33	66.7%	33.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	20		1	9	32	95.7%	4.3%
32. In my school, I spend too much time in meetings.	7	11	1	11	3	33	60.0%	40.0%
33. In my school, there is adequate support for special education students.	5	14	3	9	2	33	61.3%	38.7%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	8	20	2	2	1	33	87.5%	12.5%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	17	3	5		33	75.8%	24.2%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	19	1	9		33	69.7%	30.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	20		10		33	69.7%	30.3%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	2	24		6	1	33	81.3%	18.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	11		18	2	33	41.9%	58.1%
40. In my class, I feel that students are engaged in virtual learning	3	12	4	10	4	33	51.7%	48.3%

41. Student behavior online is disruptive to learning.	1	6	10	13	3	33	23.3%	76.7%
42. I am worried that students who are online are not actively engaged in class.	15	11	1	6		33	78.8%	21.2%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	13	8	7	2	33	51.6%	48.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	16	3	5	4	33	72.4%	27.6%