

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	10	15	1	6		32	78.1%	21.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	11		3		31	90.3%	9.7%
3. I personally feel successful in my work.	9	18		5		32	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	7	17		7	1	32	77.4%	22.6%
5. I want to be involved in decision-making at my school/worksite.	7	17		4	4	32	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	12	1	6		32	78.1%	21.9%
7. In my school/worksite, I am treated as a professional.	20	11		1		32	96.9%	3.1%
8. There is good teamwork among staff in my school/worksite.	16	14		2		32	93.8%	6.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	13	1	1	5	32	92.6%	7.4%
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.	13	7		5	7	32	80.0%	20.0%
11. My work performance is evaluated fairly.	16	15		1		32	96.9%	3.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	12	5	4	1	32	71.0%	29.0%
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.	7	5		1	19	32	92.3%	7.7%
14. My administrators/supervisors respect the negotiated contracts.	25	7				32	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	20	8			4	32	100.0%	0.0%
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."	18	10			4	32	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		2	12	13	5	32	7.4%	92.6%
18. Too much instructional time is spent administering assessments.	4	5		15	7	31	37.5%	62.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	7	8	1	30	48.3%	51.7%

20. Increased workload has contributed to a decline in my morale.	11	12	1	4	4	32	82.1%	17.9%
21. I am paid fairly.	1	16	4	11		32	53.1%	46.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		18	3	11		32	56.3%	43.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	6	14		32	37.5%	62.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	16	1	3		32	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	16		9	1	32	71.0%	29.0%
26. In my position, I receive appropriate and adequate support and training.	8	19	1	4		32	84.4%	15.6%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	26	4	1	32	3.2%	96.8%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			28	4		32	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	9	11	9		32	37.5%	62.5%
30. At my school I spend most of my PIP time on non-instructional activities.		2	7	14	9	32	8.7%	91.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	14		1	8	32	95.8%	4.2%
32. In my school, I spend too much time in meetings.		4	8	18	2	32	13.3%	86.7%
33. In my school, there is adequate support for special education students.	6	14		7	5	32	74.1%	25.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	16	14			1	31	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	21	8		2		31	93.5%	6.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	18		5	2	31	82.8%	17.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	23		7		31	77.4%	22.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	18	1	5		31	80.6%	19.4%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	11	1	14	2	31	48.3%	51.7%
40. In my class, I feel that students are engaged in virtual learning	1	15	2	7	6	31	64.0%	36.0%

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41. Student behavior online is disruptive to learning.			10	15	6	31	0.0%	100.0%
42. I am worried that students who are online are not actively engaged in class.	13	11		3	4	31	88.9%	11.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	8	3	8	7	31	54.2%	45.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	11	2	7	6	32	65.4%	34.6%