

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	12	2	9	2	30	60.7%	39.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	12	2	8	1	29	64.3%	35.7%
3. I personally feel successful in my work.	4	20	3	3		30	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	3	12	2	12		29	51.7%	48.3%
5. I want to be involved in decision-making at my school/worksite.	7	22		1		30	96.7%	3.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	10	4	9	1	30	55.2%	44.8%
7. In my school/worksite, I am treated as a professional.	8	19	2	1		30	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	12	14		4		30	86.7%	13.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	14		5	8	30	77.3%	22.7%
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		2	3	29	92.3%	7.7%
11. My work performance is evaluated fairly.	3	17	4	3	2	29	74.1%	25.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	15	4	7		30	63.3%	36.7%
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.	2	7		1	20	30	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	9	15		5	1	30	82.8%	17.2%
15. My planning time is respected by my school administrations/supervisors.	9	13		2	6	30	91.7%	8.3%
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."	4	17	1	2	6	30	87.5%	12.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	6	3	12	5	30	40.0%	60.0%
18. Too much instructional time is spent administering assessments.	3	8	3	8	8	30	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	9	3	13	2	29	40.7%	59.3%

20. Increased workload has contributed to a decline in my morale.	9	13		5	3	30	81.5%	18.5%
21. I am paid fairly.		10	9	11		30	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	17		7		30	76.7%	23.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	16	2	8		29	65.5%	34.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	13	1	1		30	93.3%	6.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	17	3	4	4	30	73.1%	26.9%
26. In my position, I receive appropriate and adequate support and training.	3	17	3	7		30	66.7%	33.3%
27. During this current school year, I have experienced harassing behavior from colleagues.			21	9		30	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	21	6		30	10.0%	90.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	3	12	10	2	30	21.4%	78.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	2	2	13	12	30	16.7%	83.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	15		1	10	29	94.7%	5.3%
32. In my school, I spend too much time in meetings.	3	4	2	18	3	30	25.9%	74.1%
33. In my school, there is adequate support for special education students.	2	7	6	13	2	30	32.1%	67.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	16		3	1	30	89.7%	10.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	9	15	1	3	2	30	85.7%	14.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	21		1	1	30	96.6%	3.4%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	19		8		30	73.3%	26.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	18		3	2	30	89.3%	10.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	6	1	18	2	30	32.1%	67.9%
40. In my class, I feel that students are engaged in virtual learning	3	19		3	5	30	88.0%	12.0%

41. Student behavior online is disruptive to learning.	3	3	4	16	3	29	23.1%	76.9%
42. I am worried that students who are online are not actively engaged in class.	6	11	1	8	4	30	65.4%	34.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	17	1	3	6	30	83.3%	16.7%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	17		6	4	30	76.9%	23.1%