

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	18	2	10	2	36	64.7%	35.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	23		9		37	75.7%	24.3%
3. I personally feel successful in my work.	7	25	1	4		37	86.5%	13.5%
4. I feel involved in decision-making at my school/worksite.	5	16	2	13	1	37	58.3%	41.7%
5. I want to be involved in decision-making at my school/worksite.	8	25		2	2	37	94.3%	5.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	24	1	4		37	86.5%	13.5%
7. In my school/worksite, I am treated as a professional.	13	21		3		37	91.9%	8.1%
8. There is good teamwork among staff in my school/worksite.	10	17	2	8		37	73.0%	27.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	22	1	5	3	37	82.4%	17.6%
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.	10	18		3	6	37	90.3%	9.7%
11. My work performance is evaluated fairly.	10	23		3	1	37	91.7%	8.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	12	9	8	1	37	52.8%	47.2%
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.	8	7			22	37	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	14	19	2	2		37	89.2%	10.8%
15. My planning time is respected by my school administrations/supervisors.	15	14	2	2	4	37	87.9%	12.1%
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."	6	21	1	3	6	37	87.1%	12.9%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	5	12	14	5	37	18.8%	81.3%
18. Too much instructional time is spent administering assessments.	8	10	1	10	8	37	62.1%	37.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	8	13	2	37	40.0%	60.0%

20. Increased workload has contributed to a decline in my morale.	13	13	1	9	1	37	72.2%	27.8%
21. I am paid fairly.	4	16	5	12		37	54.1%	45.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	14	4	12		36	55.6%	44.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		17	6	13		36	47.2%	52.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	19		3	1	37	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	24	1	6	1	37	80.6%	19.4%
26. In my position, I receive appropriate and adequate support and training.	6	22	2	7		37	75.7%	24.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	22	11	1	37	8.3%	91.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	24	11		37	5.4%	94.6%
29. During this current school year, I have experienced harassing behavior from parents.		11	10	16		37	29.7%	70.3%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	3	16	9	37	32.1%	67.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	13	2	10	9	37	57.1%	42.9%
32. In my school, I spend too much time in meetings.	2	15	1	17	2	37	48.6%	51.4%
33. In my school, there is adequate support for special education students.	8	15	2	5	7	37	76.7%	23.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	19	14		3	1	37	91.7%	8.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	13	18	1	4		36	86.1%	13.9%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	22		9	2	37	74.3%	25.7%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	5	21	3	7	1	37	72.2%	27.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	26	1	6	1	37	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.	4	13	3	17		37	45.9%	54.1%
40. In my class, I feel that students are engaged in virtual learning	1	13	10	8	5	37	43.8%	56.3%

41. Student behavior online is disruptive to learning.	1	3	13	14	6	37	12.9%	87.1%
42. I am worried that students who are online are not actively engaged in class.	19	9	3	2	4	37	84.8%	15.2%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	17	4	5	5	36	71.0%	29.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	20	2	7	3	37	73.5%	26.5%