

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	15		4	3	25	81.8%	18.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	16		3		25	88.0%	12.0%
3. I personally feel successful in my work.	8	17				25	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	5	11	3	5	1	25	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	6	16			3	25	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	13	2	1	1	25	87.5%	12.5%
7. In my school/worksite, I am treated as a professional.	12	11			1	24	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	9	15			1	25	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	13	2	1	7	25	83.3%	16.7%
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.	8	7		5	5	25	75.0%	25.0%
11. My work performance is evaluated fairly.	10	13		1	1	25	95.8%	4.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	4	6	7		25	48.0%	52.0%
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.	5	6		2	12	25	84.6%	15.4%
14. My administrators/supervisors respect the negotiated contracts.	12	13				25	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	10	9		1	5	25	95.0%	5.0%
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."	10	10		1	4	25	95.2%	4.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	1	8	9	6	25	10.5%	89.5%
18. Too much instructional time is spent administering assessments.	3	8		6	8	25	64.7%	35.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	4	6	4	25	52.4%	47.6%

20. Increased workload has contributed to a decline in my morale.	7	9	4	3	2	25	69.6%	30.4%
21. I am paid fairly.	4	10	7	4		25	56.0%	44.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	13	2	4		25	76.0%	24.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	1	9	1	25	58.3%	41.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	10		3	1	25	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	13	1		4	25	95.2%	4.8%
26. In my position, I receive appropriate and adequate support and training.	5	20				25	100.0%	0.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	1	17	5	1	25	8.3%	91.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			21	3	1	25	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		4	12	6	3	25	18.2%	81.8%
30. At my school I spend most of my PIP time on non-instructional activities.	2	5	4	5	9	25	43.8%	56.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	12		1	10	25	93.3%	6.7%
32. In my school, I spend too much time in meetings.	1	9	1	11	3	25	45.5%	54.5%
33. In my school, there is adequate support for special education students.	5	9	2	6	3	25	63.6%	36.4%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	11	12		1	1	25	95.8%	4.2%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	10	12		2	1	25	91.7%	8.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	5	12	2	4	2	25	73.9%	26.1%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	12	3	5	1	25	66.7%	33.3%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	14	1	2	3	25	86.4%	13.6%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	7	5	11		25	36.0%	64.0%
40. In my class, I feel that students are engaged in virtual learning	1	14	2	4	4	25	71.4%	28.6%

41. Student behavior online is disruptive to learning.		1	11	9	4	25	4.8%	95.2%
42. I am worried that students who are online are not actively engaged in class.	7	12		3	3	25	86.4%	13.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	10	1	8	4	25	57.1%	42.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	13		5	4	25	76.2%	23.8%