

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		9	5	10	1	25	37.5%	62.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	10	4	8		25	52.0%	48.0%
3. I personally feel successful in my work.	6	14		5		25	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	2	8	2	13		25	40.0%	60.0%
5. I want to be involved in decision-making at my school/worksite.	7	13	1	4		25	80.0%	20.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	11	2	8		25	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	4	17	2	2		25	84.0%	16.0%
8. There is good teamwork among staff in my school/worksite.	4	10	2	9		25	56.0%	44.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	13	3	4	4	25	66.7%	33.3%
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.	5	10	2	4	4	25	71.4%	28.6%
11. My work performance is evaluated fairly.	5	14	3	3		25	76.0%	24.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	5	8	6	1	25	41.7%	58.3%
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	8	1	1	12	24	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	8	11	2	4		25	76.0%	24.0%
15. My planning time is respected by my school administrations/supervisors.	4	15	2	3	1	25	79.2%	20.8%
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."	1	13	2	6	3	25	63.6%	36.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	9	2	8	3	25	54.5%	45.5%
18. Too much instructional time is spent administering assessments.	11	8		5		24	79.2%	20.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	6	9	1	25	37.5%	62.5%

20. Increased workload has contributed to a decline in my morale.	14	6	1	4		25	80.0%	20.0%
21. I am paid fairly.		7	7	11		25	28.0%	72.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	5	1		25	76.0%	24.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	6	6		25	52.0%	48.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	15	2	2		25	84.0%	16.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	8	2	11	1	25	45.8%	54.2%
26. In my position, I receive appropriate and adequate support and training.	2	16		7		25	72.0%	28.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	14	8		25	12.0%	88.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		14	10		25	4.0%	96.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	4	5	13		25	28.0%	72.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	9		12	3	25	45.5%	54.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	17		5	2	25	78.3%	21.7%
32. In my school, I spend too much time in meetings.	5	9		11		25	56.0%	44.0%
33. In my school, there is adequate support for special education students.	4	7	4	8	2	25	47.8%	52.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	13	11	1			25	96.0%	4.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	7	11	2	5		25	72.0%	28.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	10	2	10	1	25	50.0%	50.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	11	2	8	1	25	58.3%	41.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	16	1	3	2	25	82.6%	17.4%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	7	3	11	2	24	36.4%	63.6%
40. In my class, I feel that students are engaged in virtual learning	3	9	1	9	3	25	54.5%	45.5%

41. Student behavior online is disruptive to learning.		3	9	11	2	25	13.0%	87.0%
42. I am worried that students who are online are not actively engaged in class.	9	10	1	3	2	25	82.6%	17.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	6	7	4	5	3	25	59.1%	40.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	7	2	7	3	25	59.1%	40.9%