

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	19	2	6	2	31	72.4%	27.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	16	1	10		31	64.5%	35.5%
3. I personally feel successful in my work.	4	18	1	7		30	73.3%	26.7%
4. I feel involved in decision-making at my school/worksite.	1	18	6	6		31	61.3%	38.7%
5. I want to be involved in decision-making at my school/worksite.	5	24		2		31	93.5%	6.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	21	3	2		31	83.9%	16.1%
7. In my school/worksite, I am treated as a professional.	14	13	1	3		31	87.1%	12.9%
8. There is good teamwork among staff in my school/worksite.	9	18		3		30	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	11	1	3	11	31	80.0%	20.0%
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	13	2	5	3	31	75.0%	25.0%
11. My work performance is evaluated fairly.	8	19	2	2		31	87.1%	12.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	16	5	4		31	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.	4	10			16	30	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	10	20			1	31	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	18			1	31	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."	7	14		7	3	31	75.0%	25.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		12	3	10	6	31	48.0%	52.0%
18. Too much instructional time is spent administering assessments.	1	6	2	15	6	30	29.2%	70.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		20	2	7	2	31	69.0%	31.0%

20. Increased workload has contributed to a decline in my morale.	7	12		10	2	31	65.5%	34.5%
21. I am paid fairly.	5	17	3	6		31	71.0%	29.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	21	2	2		31	87.1%	12.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	17	3	9		31	61.3%	38.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	17	1	1		31	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21	1	4	3	31	82.1%	17.9%
26. In my position, I receive appropriate and adequate support and training.	5	21	2	3		31	83.9%	16.1%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	21	9		31	3.2%	96.8%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	24	6		31	3.2%	96.8%
29. During this current school year, I have experienced harassing behavior from parents.		5	14	11	1	31	16.7%	83.3%
30. At my school I spend most of my PIP time on non-instructional activities.	1	5	3	16	6	31	24.0%	76.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	16		2	6	31	92.0%	8.0%
32. In my school, I spend too much time in meetings.		8	2	19	2	31	27.6%	72.4%
33. In my school, there is adequate support for special education students.	1	14	4	10	2	31	51.7%	48.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	9	21			1	31	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	17	1	1		31	93.5%	6.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	17		10		31	67.7%	32.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	20		5		31	83.9%	16.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	6	23		1	1	31	96.7%	3.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	8		20	2	31	31.0%	69.0%
40. In my class, I feel that students are engaged in virtual learning	2	13	2	11	3	31	53.6%	46.4%

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41. Student behavior online is disruptive to learning.		3	10	15	3	31	10.7%	89.3%
42. I am worried that students who are online are not actively engaged in class.	15	11		3	2	31	89.7%	10.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	11	4	9	3	31	53.6%	46.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	8	15	1	4	3	31	82.1%	17.9%