

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		3	14	7	1	25	12.5%	87.5%
2. There is an atmosphere of open communication and trust in my school/worksite.		3	10	11	1	25	12.5%	87.5%
3. I personally feel successful in my work.	1	14		10		25	60.0%	40.0%
4. I feel involved in decision-making at my school/worksite.		7	7	10	1	25	29.2%	70.8%
5. I want to be involved in decision-making at my school/worksite.	5	17		1	2	25	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		4	9	11	1	25	16.7%	83.3%
7. In my school/worksite, I am treated as a professional.		13	3	9		25	52.0%	48.0%
8. There is good teamwork among staff in my school/worksite.	2	20	1	2		25	88.0%	12.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	10	5	4	5	25	55.0%	45.0%
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.	6	10	1	4	4	25	76.2%	23.8%
11. My work performance is evaluated fairly.	5	14	4	2		25	76.0%	24.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		6	13	6		25	24.0%	76.0%
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	2		18	25	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	2	16	2	3	2	25	78.3%	21.7%
15. My planning time is respected by my school administrations/supervisors.	1	16	2	3	3	25	77.3%	22.7%
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."		13	2	7	3	25	59.1%	40.9%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		10	2	12	1	25	41.7%	58.3%
18. Too much instructional time is spent administering assessments.	3	9		11	2	25	52.2%	47.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		8	8	9		25	32.0%	68.0%

20. Increased workload has contributed to a decline in my morale.	14	8		2	1	25	91.7%	8.3%
21. I am paid fairly.		5	7	11		23	21.7%	78.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	6	11		25	32.0%	68.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	8	7		25	40.0%	60.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	4	16	2	3		25	80.0%	20.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	10	1	9	2	24	54.5%	45.5%
26. In my position, I receive appropriate and adequate support and training.	1	16	3	5		25	68.0%	32.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	8	13		25	16.0%	84.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	5	4	14		25	28.0%	72.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	6	7	9		25	36.0%	64.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	6		11	5	25	45.0%	55.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	18	1	1	3	25	90.9%	9.1%
32. In my school, I spend too much time in meetings.	6	7		11	1	25	54.2%	45.8%
33. In my school, there is adequate support for special education students.	2	6	8	8	1	25	33.3%	66.7%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	3	13	1	8		25	64.0%	36.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	2	12	3	7		24	58.3%	41.7%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	13	1	6	1	25	70.8%	29.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.		19	1	4	1	25	79.2%	20.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	1	18	1	5		25	76.0%	24.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	12		11	1	25	54.2%	45.8%
40. In my class, I feel that students are engaged in virtual learning	4	13	1	5	2	25	73.9%	26.1%

41. Student behavior online is disruptive to learning.	1	9	4	10	1	25	41.7%	58.3%
42. I am worried that students who are online are not actively engaged in class.	3	16	1	4	1	25	79.2%	20.8%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	15	3	2	2	25	78.3%	21.7%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	16	3	4	1	25	70.8%	29.2%