

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	9	9	4	2	1	25	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	11	2	1	1	25	87.5%	12.5%
3. I personally feel successful in my work.	8	10	1	6		25	72.0%	28.0%
4. I feel involved in decision-making at my school/worksite.	6	12	2	5		25	72.0%	28.0%
5. I want to be involved in decision-making at my school/worksite.	6	16		2	1	25	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	11	2	1		25	88.0%	12.0%
7. In my school/worksite, I am treated as a professional.	11	12	1	1		25	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	10	13		2		25	92.0%	8.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	9	3	2	5	25	75.0%	25.0%
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		2	25	91.3%	8.7%
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.	3	5	6	9	2	25	34.8%	65.2%
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.	1	5		2	16	24	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	14	9		2		25	92.0%	8.0%
15. My planning time is respected by my school administrations/supervisors.	14	7		2	2	25	91.3%	8.7%
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."	9	11	2	1	2	25	87.0%	13.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	6	6	12		25	28.0%	72.0%
18. Too much instructional time is spent administering assessments.	4	8		6	7	25	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	10	5	7		25	52.0%	48.0%

20. Increased workload has contributed to a decline in my morale.	9	9	2	3	2	25	78.3%	21.7%
21. I am paid fairly.	2	6	8	9		25	32.0%	68.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	3	9	1	25	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	9	6	7	1	25	45.8%	54.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	10		3		25	88.0%	12.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	15	2	1	3	25	86.4%	13.6%
26. In my position, I receive appropriate and adequate support and training.	6	13	1	5		25	76.0%	24.0%
27. During this current school year, I have experienced harassing behavior from colleagues.			18	7		25	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			17	8		25	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	2	10	10	1	25	16.7%	83.3%
30. At my school I spend most of my PIP time on non-instructional activities.		5	3	8	9	25	31.3%	68.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	13	2		8	25	88.2%	11.8%
32. In my school, I spend too much time in meetings.	4	5	1	12	3	25	40.9%	59.1%
33. In my school, there is adequate support for special education students.	1	5	4	10	5	25	30.0%	70.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	14	10	1			25	96.0%	4.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	13	8	1	3		25	84.0%	16.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	16		1		25	96.0%	4.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	10	2	7		25	64.0%	36.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	14	1	6		25	72.0%	28.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	14	2	5	1	25	70.8%	29.2%
40. In my class, I feel that students are engaged in virtual learning	5	16		3	1	25	87.5%	12.5%

41. Student behavior online is disruptive to learning.	1	4	5	14	1	25	20.8%	79.2%
42. I am worried that students who are online are not actively engaged in class.	3	11	1	9		24	58.3%	41.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	9	3	7	2	25	56.5%	43.5%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	13	2	7		25	64.0%	36.0%