

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	14	32		8		54	85.2%	14.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	32	2	4		54	88.9%	11.1%
3. I personally feel successful in my work.	17	29	2	6		54	85.2%	14.8%
4. I feel involved in decision-making at my school/worksite.	8	29	5	12		54	68.5%	31.5%
5. I want to be involved in decision-making at my school/worksite.	18	25		9	2	54	82.7%	17.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	28	4	6		54	81.5%	18.5%
7. In my school/worksite, I am treated as a professional.	23	26	1	4		54	90.7%	9.3%
8. There is good teamwork among staff in my school/worksite.	25	26		2	1	54	96.2%	3.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	34	2	11	4	54	74.0%	26.0%
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.	13	29	2	4	6	54	87.5%	12.5%
11. My work performance is evaluated fairly.	21	29		3	1	54	94.3%	5.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	19	12	10	5	54	55.1%	44.9%
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.	6	17	1	1	29	54	92.0%	8.0%
14. My administrators/supervisors respect the negotiated contracts.	14	37		1	1	53	98.1%	1.9%
15. My planning time is respected by my school administrations/supervisors.	10	28	2	5	9	54	84.4%	15.6%
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	30	4	6	5	54	79.6%	20.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	6	15	7	19	7	54	44.7%	55.3%
18. Too much instructional time is spent administering assessments.	7	14	1	20	12	54	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	31	6	14		54	63.0%	37.0%

20. Increased workload has contributed to a decline in my morale.	19	16	1	15	3	54	68.6%	31.4%
21. I am paid fairly.	4	18	14	18		54	40.7%	59.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	29	4	13		53	67.9%	32.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	23	5	22	1	54	49.1%	50.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	27	2	2	1	54	92.5%	7.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	28	3	7	3	54	80.4%	19.6%
26. In my position, I receive appropriate and adequate support and training.	8	35	1	10		54	79.6%	20.4%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	4	31	14	3	54	11.8%	88.2%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	35	15	2	54	3.8%	96.2%
29. During this current school year, I have experienced harassing behavior from parents.		7	27	18	2	54	13.5%	86.5%
30. At my school I spend most of my PIP time on non-instructional activities.	12	14	2	14	12	54	61.9%	38.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	23	5	13	9	54	60.0%	40.0%
32. In my school, I spend too much time in meetings.	9	7	1	30	7	54	34.0%	66.0%
33. In my school, there is adequate support for special education students.	4	27	5	16	2	54	59.6%	40.4%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	21	29	1	2		53	94.3%	5.7%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	18	28	1	6		53	86.8%	13.2%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	24	7	13	4	54	60.0%	40.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	7	31	5	8	3	54	74.5%	25.5%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	38	2	7		54	83.3%	16.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	4	21	1	28		54	46.3%	53.7%
40. In my class, I feel that students are engaged in virtual learning	2	24	4	18	6	54	54.2%	45.8%

41. Student behavior online is disruptive to learning.	2	2	21	25	4	54	8.0%	92.0%
42. I am worried that students who are online are not actively engaged in class.	20	24	1	5	4	54	88.0%	12.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	27	7	8	7	54	68.1%	31.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	5	32	2	8	7	54	78.7%	21.3%