

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		16	1	5		22	72.7%	27.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		15		7		22	68.2%	31.8%
3. I personally feel successful in my work.	1	17		5		23	78.3%	21.7%
4. I feel involved in decision-making at my school/worksite.	1	11	2	7	2	23	57.1%	42.9%
5. I want to be involved in decision-making at my school/worksite.	2	16		4	1	23	81.8%	18.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	15	2	5		23	69.6%	30.4%
7. In my school/worksite, I am treated as a professional.	1	20		2		23	91.3%	8.7%
8. There is good teamwork among staff in my school/worksite.	4	15		3		22	86.4%	13.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	16		2	3	23	90.0%	10.0%
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.	4	12		3	4	23	84.2%	15.8%
11. My work performance is evaluated fairly.	3	16	1	3		23	82.6%	17.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	10	4	6	1	23	54.5%	45.5%
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.		3		3	16	22	50.0%	50.0%
14. My administrators/supervisors respect the negotiated contracts.	1	18	1	2		22	86.4%	13.6%
15. My planning time is respected by my school administrations/supervisors.	2	18	1		1	22	95.2%	4.8%
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	14		5	3	23	75.0%	25.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	8		9	3	23	55.0%	45.0%
18. Too much instructional time is spent administering assessments.	3	5		12	3	23	40.0%	60.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	12	1	7	1	23	63.6%	36.4%

20. Increased workload has contributed to a decline in my morale.	6	11		5	1	23	77.3%	22.7%
21. I am paid fairly.		8	5	9	1	23	36.4%	63.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	17	1	3		22	81.8%	18.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14		8		22	63.6%	36.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	11			1	23	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	17		3	1	23	86.4%	13.6%
26. In my position, I receive appropriate and adequate support and training.	2	15		5	1	23	77.3%	22.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	11	9		23	13.0%	87.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	12	9	1	23	4.5%	95.5%
29. During this current school year, I have experienced harassing behavior from parents.		3	5	14	1	23	13.6%	86.4%
30. At my school I spend most of my PIP time on non-instructional activities.		1	1	14	7	23	6.3%	93.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	16		1	5	23	94.4%	5.6%
32. In my school, I spend too much time in meetings.		6		15	2	23	28.6%	71.4%
33. In my school, there is adequate support for special education students.		8	3	12		23	34.8%	65.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	4	16		1	1	22	95.2%	4.8%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	2	14	1	5	1	23	72.7%	27.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	1	15	1	6		23	69.6%	30.4%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	17		4		23	82.6%	17.4%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	1	20		2		23	91.3%	8.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	8	2	11	1	23	40.9%	59.1%
40. In my class, I feel that students are engaged in virtual learning	1	7	2	11	2	23	38.1%	61.9%

41. Student behavior online is disruptive to learning.		6	4	13		23	26.1%	73.9%
42. I am worried that students who are online are not actively engaged in class.	10	9		4		23	82.6%	17.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.		15	1	6	1	23	68.2%	31.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	19		3		23	87.0%	13.0%