

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	13	2	6		28	71.4%	28.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	18		3		28	89.3%	10.7%
3. I personally feel successful in my work.	4	18	2	4		28	78.6%	21.4%
4. I feel involved in decision-making at my school/worksite.	5	13	1	8	1	28	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	4	18	1	4		27	81.5%	18.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	15	1	6		28	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	10	16		2		28	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	16	12				28	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	15		4	4	28	83.3%	16.7%
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.	3	17	1	2	4	27	87.0%	13.0%
11. My work performance is evaluated fairly.	4	17	1	3	1	26	84.0%	16.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	6	11	7	1	28	33.3%	66.7%
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.	2	3	1	1	21	28	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	10	12		5	1	28	81.5%	18.5%
15. My planning time is respected by my school administrations/supervisors.	7	13	1	3	3	27	83.3%	16.7%
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."	6	15		1	4	26	95.5%	4.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	1	7	15	3	27	8.3%	91.7%
18. Too much instructional time is spent administering assessments.	3	10		10	5	28	56.5%	43.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	10	6	9	1	28	44.4%	55.6%

20. Increased workload has contributed to a decline in my morale.	12	7	1	5	3	28	76.0%	24.0%
21. I am paid fairly.	2	11	6	8		27	48.1%	51.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	13	3	5	1	27	69.2%	30.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	11	4	7	1	27	57.7%	42.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	11	1	2	2	27	88.0%	12.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	17	1	3	1	27	84.6%	15.4%
26. In my position, I receive appropriate and adequate support and training.	4	14	4	5		27	66.7%	33.3%
27. During this current school year, I have experienced harassing behavior from colleagues.			20	8		28	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		20	6		27	3.7%	96.3%
29. During this current school year, I have experienced harassing behavior from parents.	1	5	12	7	1	26	24.0%	76.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	8	1	7	6	25	57.9%	42.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	17		1	5	28	95.7%	4.3%
32. In my school, I spend too much time in meetings.	7	13		7	1	28	74.1%	25.9%
33. In my school, there is adequate support for special education students.	5	9	4	9		27	51.9%	48.1%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	8	15		2	1	26	92.0%	8.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	5	15	1	6		27	74.1%	25.9%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	16	1	6		26	73.1%	26.9%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	16	1	7		27	70.4%	29.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	19	1	3		28	85.7%	14.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	4	8	1	13	1	27	46.2%	53.8%
40. In my class, I feel that students are engaged in virtual learning	1	15	2	8	1	27	61.5%	38.5%

41. Student behavior online is disruptive to learning.		2	10	15	1	28	7.4%	92.6%
42. I am worried that students who are online are not actively engaged in class.	9	11		8		28	71.4%	28.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	9	7	6	2	27	48.0%	52.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	9	6	8	1	28	48.1%	51.9%