

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	24	9	21		58	48.3%	51.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	22	8	17	1	58	56.1%	43.9%
3. I personally feel successful in my work.	12	36	1	7	1	57	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	3	26	12	16	1	58	50.9%	49.1%
5. I want to be involved in decision-making at my school/worksite.	13	37	1	6	1	58	87.7%	12.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	25	5	19		58	58.6%	41.4%
7. In my school/worksite, I am treated as a professional.	15	29	2	12		58	75.9%	24.1%
8. There is good teamwork among staff in my school/worksite.	15	31	3	9		58	79.3%	20.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	31	3	9	8	58	76.0%	24.0%
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.	18	27	1	4	7	57	90.0%	10.0%
11. My work performance is evaluated fairly.	14	22	4	11	7	58	70.6%	29.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	21	17	11	1	58	50.9%	49.1%
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	20		1	30	57	96.3%	3.7%
14. My administrators/supervisors respect the negotiated contracts.	9	34	4	11		58	74.1%	25.9%
15. My planning time is respected by my school administrations/supervisors.	11	29	2	9	7	58	78.4%	21.6%
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."	8	31	1	7	11	58	83.0%	17.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	16	8	18	13	58	42.2%	57.8%
18. Too much instructional time is spent administering assessments.	6	17		22	12	57	51.1%	48.9%
19. HCPSS professional development experiences are meaningful and worthwhile.		21	15	20	2	58	37.5%	62.5%

20. Increased workload has contributed to a decline in my morale.	22	12	2	21	1	58	59.6%	40.4%
21. I am paid fairly.	1	25	14	18		58	44.8%	55.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	27	12	16	1	58	50.9%	49.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20	8	27	1	58	38.6%	61.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	20	30	2	3	3	58	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	30	7	8	8	58	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	5	30	6	17		58	60.3%	39.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	27	24	3	58	7.3%	92.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	2	26	25	2	58	8.9%	91.1%
29. During this current school year, I have experienced harassing behavior from parents.	2	10	24	21	1	58	21.1%	78.9%
30. At my school I spend most of my PIP time on non-instructional activities.	2	12	4	20	20	58	36.8%	63.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	20	5	11	20	58	57.9%	42.1%
32. In my school, I spend too much time in meetings.	7	24	2	24	1	58	54.4%	45.6%
33. In my school, there is adequate support for special education students.	3	25	4	21	5	58	52.8%	47.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	12	31	3	9	3	58	78.2%	21.8%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	26	8	12	3	57	63.0%	37.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	41	2	11	2	58	76.8%	23.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	27	9	18		58	53.4%	46.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	36	4	12	1	58	71.9%	28.1%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	21	8	23	1	58	45.6%	54.4%
40. In my class, I feel that students are engaged in virtual learning	4	22	6	16	9	57	54.2%	45.8%

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41. Student behavior online is disruptive to learning.		2	28	20	8	58	4.0%	96.0%
42. I am worried that students who are online are not actively engaged in class.	23	20	1	7	6	57	84.3%	15.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	25	12	6	10	58	62.5%	37.5%
44. I feel that I have the curricular resources and support I need to do my job this year.	7	24	8	10	8	57	63.3%	36.7%