

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	19	7	12	4	45	53.7%	46.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	20	3	13	1	45	63.6%	36.4%
3. I personally feel successful in my work.	12	24	1	8		45	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	6	15	6	17	1	45	47.7%	52.3%
5. I want to be involved in decision-making at my school/worksite.	8	26	1	8	2	45	79.1%	20.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	19	9	9	1	45	59.1%	40.9%
7. In my school/worksite, I am treated as a professional.	11	27	2	5		45	84.4%	15.6%
8. There is good teamwork among staff in my school/worksite.	15	17	3	9	1	45	72.7%	27.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	15	4	12	2	45	62.8%	37.2%
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.	22	14	2	5	2	45	83.7%	16.3%
11. My work performance is evaluated fairly.	14	24	2	4	1	45	86.4%	13.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	14	8	14		45	51.1%	48.9%
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.	9	5	2	2	24	42	77.8%	22.2%
14. My administrators/supervisors respect the negotiated contracts.	12	25	4	3	1	45	84.1%	15.9%
15. My planning time is respected by my school administrations/supervisors.	14	16	4	8	3	45	71.4%	28.6%
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	25	2	3	7	45	86.8%	13.2%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		6	15	21	3	45	14.3%	85.7%
18. Too much instructional time is spent administering assessments.	3	15	2	18	7	45	47.4%	52.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	10	19	1	45	34.1%	65.9%

20. Increased workload has contributed to a decline in my morale.	19	20	1	5		45	86.7%	13.3%
21. I am paid fairly.	1	20	11	13		45	46.7%	53.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	22	5	13		45	60.0%	40.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	13	7	20	1	44	37.2%	62.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	22	2	9		44	75.0%	25.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	24	3	10	5	45	67.5%	32.5%
26. In my position, I receive appropriate and adequate support and training.	13	19	4	9		45	71.1%	28.9%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	5	26	13		45	13.3%	86.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	8	22	14		45	20.0%	80.0%
29. During this current school year, I have experienced harassing behavior from parents.	4	8	18	15		45	26.7%	73.3%
30. At my school I spend most of my PIP time on non-instructional activities.	2	11	8	20	4	45	31.7%	68.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	24	3	8	5	45	72.5%	27.5%
32. In my school, I spend too much time in meetings.	6	16	1	22		45	48.9%	51.1%
33. In my school, there is adequate support for special education students.	3	17	9	9	7	45	52.6%	47.4%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	27	4	3	1	45	84.1%	15.9%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	10	21	7	7		45	68.9%	31.1%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	27	2	7	2	45	79.1%	20.9%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	5	27	4	9		45	71.1%	28.9%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	34	2	3	1	45	88.6%	11.4%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	14	1	26	2	45	37.2%	62.8%
40. In my class, I feel that students are engaged in virtual learning	1	27	5	9	3	45	66.7%	33.3%

41. Student behavior online is disruptive to learning.	1	3	15	23	3	45	9.5%	90.5%
42. I am worried that students who are online are not actively engaged in class.	19	19		5	2	45	88.4%	11.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	20	8	9	3	45	59.5%	40.5%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	28	3	9	2	45	72.1%	27.9%