

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	18		5	1	28	81.5%	18.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	16		6		28	78.6%	21.4%
3. I personally feel successful in my work.	5	13		10		28	64.3%	35.7%
4. I feel involved in decision-making at my school/worksite.	2	11	2	11	2	28	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	5	19		2	2	28	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	16	1	8		28	67.9%	32.1%
7. In my school/worksite, I am treated as a professional.	10	15		3		28	89.3%	10.7%
8. There is good teamwork among staff in my school/worksite.	8	16		4		28	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	10	1	5	6	27	71.4%	28.6%
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.	2	17	1	3	5	28	82.6%	17.4%
11. My work performance is evaluated fairly.	9	14		4	1	28	85.2%	14.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		11	8	9		28	39.3%	60.7%
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.	1	4	2		20	27	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	8	17		3		28	89.3%	10.7%
15. My planning time is respected by my school administrations/supervisors.	5	16		5	2	28	80.8%	19.2%
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."	5	16	1	2	4	28	87.5%	12.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	13	1	8	5	28	60.9%	39.1%
18. Too much instructional time is spent administering assessments.	3	8	1	8	8	28	55.0%	45.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	2	14	3	28	36.0%	64.0%

20. Increased workload has contributed to a decline in my morale.	11	13		3		27	88.9%	11.1%
21. I am paid fairly.		13	4	11		28	46.4%	53.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	16	1	6		28	75.0%	25.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	2	11		28	53.6%	46.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	17	2	1		28	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	14	2	6	2	28	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	3	15		10		28	64.3%	35.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	13	9	3	28	12.0%	88.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		15	10	2	28	3.8%	96.2%
29. During this current school year, I have experienced harassing behavior from parents.	1	2	11	13	1	28	11.1%	88.9%
30. At my school I spend most of my PIP time on non-instructional activities.	3	5	1	12	7	28	38.1%	61.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	15	1		10	27	94.1%	5.9%
32. In my school, I spend too much time in meetings.	7	7		10	4	28	58.3%	41.7%
33. In my school, there is adequate support for special education students.	1	8	5	13	1	28	33.3%	66.7%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	3	17		5	3	28	80.0%	20.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	4	17	1	6		28	75.0%	25.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	23		2		28	92.9%	7.1%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	17	2	7		28	67.9%	32.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	2	17	2	5		26	73.1%	26.9%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	8		16		26	38.5%	61.5%
40. In my class, I feel that students are engaged in virtual learning	3	19	2	3	1	28	81.5%	18.5%

41. Student behavior online is disruptive to learning.		9	4	13	2	28	34.6%	65.4%
42. I am worried that students who are online are not actively engaged in class.	3	17	1	7		28	71.4%	28.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	11	3	9	3	28	52.0%	48.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	13	3	8	2	27	56.0%	44.0%