

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	17	1	5		25	76.0%	24.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	14		2	1	25	91.7%	8.3%
3. I personally feel successful in my work.	2	17	3	3		25	76.0%	24.0%
4. I feel involved in decision-making at my school/worksite.	3	15	2	4	1	25	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	8	16			1	25	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	8	1	5	1	25	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	11	13		1		25	96.0%	4.0%
8. There is good teamwork among staff in my school/worksite.	7	18				25	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	12	3	3	4	25	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.	1	15	2	3	4	25	76.2%	23.8%
11. My work performance is evaluated fairly.	6	11	1	5	1	24	73.9%	26.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	6	8	10		25	28.0%	72.0%
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	7			16	25	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	7	13	1	2	2	25	87.0%	13.0%
15. My planning time is respected by my school administrations/supervisors.	4	17		1	3	25	95.5%	4.5%
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	12		1	6	25	94.7%	5.3%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		10		8	7	25	55.6%	44.4%
18. Too much instructional time is spent administering assessments.	2	9		8	6	25	57.9%	42.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	3	9		24	50.0%	50.0%

20. Increased workload has contributed to a decline in my morale.	10	10		3	2	25	87.0%	13.0%
21. I am paid fairly.	1	7	6	11		25	32.0%	68.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	16		3	1	25	87.5%	12.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12		12	1	25	50.0%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	10				25	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	16	2	3	3	25	77.3%	22.7%
26. In my position, I receive appropriate and adequate support and training.	4	14	1	6		25	72.0%	28.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	16	7		25	8.0%	92.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	17	7		25	4.0%	96.0%
29. During this current school year, I have experienced harassing behavior from parents.		3	12	9	1	25	12.5%	87.5%
30. At my school I spend most of my PIP time on non-instructional activities.		9	1	4	10	24	64.3%	35.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	11	1	3	8	24	75.0%	25.0%
32. In my school, I spend too much time in meetings.	5	7		9	4	25	57.1%	42.9%
33. In my school, there is adequate support for special education students.		9	6	9	1	25	37.5%	62.5%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	9	11		2	3	25	90.9%	9.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	6	13	1	5		25	76.0%	24.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	15		7	1	25	70.8%	29.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	18	1	5		25	76.0%	24.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	20		2		25	92.0%	8.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	7	1	14	1	25	37.5%	62.5%
40. In my class, I feel that students are engaged in virtual learning	2	15		5	3	25	77.3%	22.7%

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41. Student behavior online is disruptive to learning.	1	8	1	12	3	25	40.9%	59.1%
42. I am worried that students who are online are not actively engaged in class.	7	12		3	3	25	86.4%	13.6%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	11	3	8	2	25	52.2%	47.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	12	1	8	3	25	59.1%	40.9%