

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	13	31		4		48	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	22	19		7		48	85.4%	14.6%
3. I personally feel successful in my work.	16	24		7	1	48	85.1%	14.9%
4. I feel involved in decision-making at my school/worksite.	10	25	1	9	3	48	77.8%	22.2%
5. I want to be involved in decision-making at my school/worksite.	17	26	1	1	2	47	95.6%	4.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	17	1	8	1	48	80.9%	19.1%
7. In my school/worksite, I am treated as a professional.	27	19		2		48	95.8%	4.2%
8. There is good teamwork among staff in my school/worksite.	27	19		1		47	97.9%	2.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	29	2	4	3	48	86.7%	13.3%
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.	13	30		2	3	48	95.6%	4.4%
11. My work performance is evaluated fairly.	17	24	1	5		47	87.2%	12.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	22	6	13	1	48	59.6%	40.4%
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.	8	13		2	22	45	91.3%	8.7%
14. My administrators/supervisors respect the negotiated contracts.	24	24				48	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	15	23		2	8	48	95.0%	5.0%
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."	11	25	1	4	7	48	87.8%	12.2%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	21	3	18	2	48	54.3%	45.7%
18. Too much instructional time is spent administering assessments.	2	13	2	21	10	48	39.5%	60.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	28	3	13	2	48	65.2%	34.8%

20. Increased workload has contributed to a decline in my morale.	6	23	2	14	3	48	64.4%	35.6%
21. I am paid fairly.		15	11	21		47	31.9%	68.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	26	1	6		48	85.4%	14.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	32	1	12		48	72.9%	27.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	17		1		47	97.9%	2.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	29		5	4	48	88.6%	11.4%
26. In my position, I receive appropriate and adequate support and training.	8	34		6		48	87.5%	12.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	35	11		48	4.2%	95.8%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	37	10		48	2.1%	97.9%
29. During this current school year, I have experienced harassing behavior from parents.	1	9	21	16	1	48	21.3%	78.7%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	7	22	15	48	12.1%	87.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	24	1		17	48	96.8%	3.2%
32. In my school, I spend too much time in meetings.	7	13	1	23	4	48	45.5%	54.5%
33. In my school, there is adequate support for special education students.	6	15	3	22	2	48	45.7%	54.3%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	13	27	1	6	1	48	85.1%	14.9%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	16	27	1	4		48	89.6%	10.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	10	33		3	1	47	93.5%	6.5%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	11	28	1	7	1	48	83.0%	17.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	14	32		2		48	95.8%	4.2%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	16	2	26	2	48	39.1%	60.9%
40. In my class, I feel that students are engaged in virtual learning	6	32	1	4	5	48	88.4%	11.6%

41. Student behavior online is disruptive to learning.	2	9	5	29	2	47	24.4%	75.6%
42. I am worried that students who are online are not actively engaged in class.	9	23	3	9	4	48	72.7%	27.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	25	1	6	11	48	81.1%	18.9%
44. I feel that I have the curricular resources and support I need to do my job this year.	3	28	1	6	10	48	81.6%	18.4%