

| Questions | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1. Overall, morale at my worksite is good | 7 | 12 | 1 | 6 | 2 | 28 | 73.1% | 26.9% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 8 | 11 | 1 | 7 | 1 | 28 | 70.4% | 29.6% |
| 3. I personally feel successful in my work. | 10 | 14 | 1 | 3 | | 28 | 85.7% | 14.3% |
| 4. I feel involved in decision-making at my school/worksite. | 6 | 11 | 5 | 6 | | 28 | 60.7% | 39.3% |
| 5. I want to be involved in decision-making at my school/worksite. | 9 | 15 | | 3 | | 27 | 88.9% | 11.1% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 9 | 5 | 3 | 10 | | 27 | 51.9% | 48.1% |
| 7. In my school/worksite, I am treated as a professional. | 13 | 13 | | 2 | | 28 | 92.9% | 7.1% |
| 8. There is good teamwork among staff in my school/worksite. | 11 | 16 | | 1 | | 28 | 96.4% | 3.6% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 6 | 15 | 1 | 1 | 5 | 28 | 91.3% | 8.7% |
| 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. | 7 | 12 | 1 | 3 | 5 | 28 | 82.6% | 17.4% |
| 11. My work performance is evaluated fairly. | 15 | 13 | | | | 28 | 100.0% | 0.0% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 4 | 14 | 3 | 7 | | 28 | 64.3% | 35.7% |
| 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 | | | 22 | 27 | 100.0% | 0.0% |
| 14. My administrators/supervisors respect the negotiated contracts. | 11 | 13 | | 4 | | 28 | 85.7% | 14.3% |
| 15. My planning time is respected by my school administrations/supervisors. | 10 | 13 | | 2 | 3 | 28 | 92.0% | 8.0% |
| 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." | 13 | 11 | | 3 | 1 | 28 | 88.9% | 11.1% |
| 17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom. | | 5 | 7 | 14 | 2 | 28 | 19.2% | 80.8% |
| 18. Too much instructional time is spent administering assessments. | 2 | 6 | 3 | 14 | 3 | 28 | 32.0% | 68.0% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 1 | 7 | 4 | 16 | | 28 | 28.6% | 71.4% |

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| 20. Increased workload has contributed to a decline in my morale. | 10 | 9 | 2 | 7 | | 28 | 67.9% | 32.1% |
| 21. I am paid fairly. | | 14 | 5 | 9 | | 28 | 50.0% | 50.0% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 2 | 18 | 2 | 6 | | 28 | 71.4% | 28.6% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 1 | 14 | 3 | 10 | | 28 | 53.6% | 46.4% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 11 | 12 | 2 | 3 | | 28 | 82.1% | 17.9% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 5 | 16 | 2 | 3 | 2 | 28 | 80.8% | 19.2% |
| 26. In my position, I receive appropriate and adequate support and training. | 5 | 13 | 2 | 8 | | 28 | 64.3% | 35.7% |
| 27. During this current school year, I have experienced harassing behavior from colleagues. | 1 | 8 | 12 | 6 | 1 | 28 | 33.3% | 66.7% |
| 28. During this current school year, I have experienced harassing behavior from administrators/supervisors. | | 3 | 18 | 7 | | 28 | 10.7% | 89.3% |
| 29. During this current school year, I have experienced harassing behavior from parents. | 3 | 5 | 14 | 6 | | 28 | 28.6% | 71.4% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | | 6 | 2 | 15 | 3 | 26 | 26.1% | 73.9% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 4 | 15 | 1 | 2 | 5 | 27 | 86.4% | 13.6% |
| 32. In my school, I spend too much time in meetings. | 3 | 13 | | 12 | | 28 | 57.1% | 42.9% |
| 33. In my school, there is adequate support for special education students. | 4 | 15 | 1 | 7 | | 27 | 70.4% | 29.6% |
| 34. My administrator/supervisor provides people working from home with flexibility in their workday. | 10 | 17 | | | | 27 | 100.0% | 0.0% |
| 35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning. | 13 | 10 | 1 | 3 | | 27 | 85.2% | 14.8% |
| 36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning. | 9 | 17 | | 1 | | 27 | 96.3% | 3.7% |
| 37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning. | 7 | 15 | 2 | 3 | | 27 | 81.5% | 18.5% |
| 38. HCPSS has provided the software I need to do my job and collaborate with colleagues. | 11 | 15 | | 1 | | 27 | 96.3% | 3.7% |
| 39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use. | 2 | 6 | 2 | 17 | | 27 | 29.6% | 70.4% |
| 40. In my class, I feel that students are engaged in virtual learning | 6 | 14 | | 6 | 1 | 27 | 76.9% | 23.1% |

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| 41. Student behavior online is disruptive to learning. | | 5 | 9 | 12 | 1 | 27 | 19.2% | 80.8% |
| 42. I am worried that students who are online are not actively engaged in class. | 6 | 10 | 1 | 9 | 1 | 27 | 61.5% | 38.5% |
| 43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances. | 2 | 14 | 2 | 7 | 2 | 27 | 64.0% | 36.0% |
| 44. I feel that I have the curricular resources and support I need to do my job this year. | 5 | 16 | 1 | 3 | 3 | 28 | 84.0% | 16.0% |