

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	26	30		3	1	60	94.9%	5.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	31	28		2		61	96.7%	3.3%
3. I personally feel successful in my work.	20	36	1	4		61	91.8%	8.2%
4. I feel involved in decision-making at my school/worksite.	18	31	4	4	3	60	86.0%	14.0%
5. I want to be involved in decision-making at my school/worksite.	16	37		7	1	61	88.3%	11.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	32		3		61	95.1%	4.9%
7. In my school/worksite, I am treated as a professional.	34	25		2		61	96.7%	3.3%
8. There is good teamwork among staff in my school/worksite.	24	34		3		61	95.1%	4.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	33	1	2	14	61	93.6%	6.4%
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.	14	33	3	5	6	61	85.5%	14.5%
11. My work performance is evaluated fairly.	24	29	2	5		60	88.3%	11.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	29	6	13	2	61	67.8%	32.2%
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.	7	13	1	2	37	60	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	32	28				60	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	20	30		2	9	61	96.2%	3.8%
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."	16	29	1	3	12	61	91.8%	8.2%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	5	15	14	14	13	61	41.7%	58.3%
18. Too much instructional time is spent administering assessments.	10	17	3	11	20	61	65.9%	34.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	35	9	12	3	60	63.2%	36.8%

20. Increased workload has contributed to a decline in my morale.	12	24	5	14	5	60	65.5%	34.5%
21. I am paid fairly.	4	24	13	20		61	45.9%	54.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	42	2	8		60	83.3%	16.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	36	4	16	1	60	66.1%	33.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	31	2		1	61	96.7%	3.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	27	4	9	8	61	75.5%	24.5%
26. In my position, I receive appropriate and adequate support and training.	12	37	1	9	1	60	83.1%	16.9%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	37	18	4	61	3.5%	96.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			44	14	3	61	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	12	29	13	4	61	26.3%	73.7%
30. At my school I spend most of my PIP time on non-instructional activities.	4	11	3	22	21	61	37.5%	62.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	33	1	2	15	61	93.5%	6.5%
32. In my school, I spend too much time in meetings.	6	14	3	36	2	61	33.9%	66.1%
33. In my school, there is adequate support for special education students.	10	25	4	15	6	60	64.8%	35.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	38	19	1	1	2	61	96.6%	3.4%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	34	24		2	1	61	96.7%	3.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	27	9	18	4	61	52.6%	47.4%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	8	39	2	11	1	61	78.3%	21.7%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	14	35		9	3	61	84.5%	15.5%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	15	4	34	3	61	34.5%	65.5%
40. In my class, I feel that students are engaged in virtual learning	6	26	5	11	12	60	66.7%	33.3%

41. Student behavior online is disruptive to learning.	1	2	24	23	11	61	6.0%	94.0%
42. I am worried that students who are online are not actively engaged in class.	20	19	3	12	7	61	72.2%	27.8%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	6	24	4	18	9	61	57.7%	42.3%
44. I feel that I have the curricular resources and support I need to do my job this year.	6	34	3	11	7	61	74.1%	25.9%