

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	19	2	2	2	31	86.2%	13.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	16	1	3		31	87.1%	12.9%
3. I personally feel successful in my work.	7	18		7		32	78.1%	21.9%
4. I feel involved in decision-making at my school/worksite.	5	15	2	8	1	31	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	11	17		1	2	31	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	13	2	6		31	74.2%	25.8%
7. In my school/worksite, I am treated as a professional.	13	15	1	2		31	90.3%	9.7%
8. There is good teamwork among staff in my school/worksite.	15	15		2		32	93.8%	6.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	14	3	5	3	31	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.	3	14		4	10	31	81.0%	19.0%
11. My work performance is evaluated fairly.	10	15	2	5		32	78.1%	21.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	13	7	7		32	56.3%	43.8%
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.	6	3	1		21	31	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	12	17	1	2		32	90.6%	9.4%
15. My planning time is respected by my school administrations/supervisors.	12	11	3	4	2	32	76.7%	23.3%
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."	10	15	1	1	3	30	92.6%	7.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	10	2	11	7	31	45.8%	54.2%
18. Too much instructional time is spent administering assessments.	6	8	1	12	5	32	51.9%	48.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	6	9		31	51.6%	48.4%

20. Increased workload has contributed to a decline in my morale.	6	11	1	12	1	31	56.7%	43.3%
21. I am paid fairly.	3	13	5	10		31	51.6%	48.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	22	1	2		32	90.6%	9.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	12	2	15		31	45.2%	54.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	15	2	4		32	81.3%	18.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	1	6	1	32	77.4%	22.6%
26. In my position, I receive appropriate and adequate support and training.	6	15		10	1	32	67.7%	32.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	17	8	3	32	13.8%	86.2%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	21	7	2	32	6.7%	93.3%
29. During this current school year, I have experienced harassing behavior from parents.	2	4	8	16	2	32	20.0%	80.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	10	3	10	5	31	50.0%	50.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	18		3	4	32	89.3%	10.7%
32. In my school, I spend too much time in meetings.	6	8	2	16		32	43.8%	56.3%
33. In my school, there is adequate support for special education students.	5	17	4	5	1	32	71.0%	29.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	12	19	1			32	96.9%	3.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	14	1	5		32	81.3%	18.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	19	1	7	1	32	74.2%	25.8%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	17	1	8		32	71.9%	28.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	21		2	1	32	93.5%	6.5%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	13	3	12	1	32	51.6%	48.4%
40. In my class, I feel that students are engaged in virtual learning	1	17		12	1	31	60.0%	40.0%

41. Student behavior online is disruptive to learning.		6	8	15	3	32	20.7%	79.3%
42. I am worried that students who are online are not actively engaged in class.	12	14		3	2	31	89.7%	10.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	7	14	4	3	3	31	75.0%	25.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	7	16	3	5	1	32	74.2%	25.8%