

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	9		1	2	16	92.9%	7.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	11		1	1	16	93.3%	6.7%
3. I personally feel successful in my work.	5	8		2	1	16	86.7%	13.3%
4. I feel involved in decision-making at my school/worksite.	4	8		4		16	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	8	8				16	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	9		1		16	93.8%	6.3%
7. In my school/worksite, I am treated as a professional.	7	9				16	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	7	9				16	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	4		1	9	16	85.7%	14.3%
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.	4	6		3	3	16	76.9%	23.1%
11. My work performance is evaluated fairly.	7	8		1		16	93.8%	6.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	10		1		15	93.3%	6.7%
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.	3	5			8	16	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	5	10		1		16	93.8%	6.3%
15. My planning time is respected by my school administrations/supervisors.	3	5		1	7	16	88.9%	11.1%
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."	1	4			11	16	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		4			12	16	100.0%	0.0%
18. Too much instructional time is spent administering assessments.		3		1	12	16	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		13			3	16	100.0%	0.0%

20. Increased workload has contributed to a decline in my morale.		4	3	9		16	25.0%	75.0%
21. I am paid fairly.		8	2	6		16	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	11		2		16	87.5%	12.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10		5		16	68.8%	31.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	3	13				16	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	10			2	16	100.0%	0.0%
26. In my position, I receive appropriate and adequate support and training.	5	9		2		16	87.5%	12.5%
27. During this current school year, I have experienced harassing behavior from colleagues.			12	4		16	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	4	1	16	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		4	3	6	3	16	30.8%	69.2%
30. At my school I spend most of my PIP time on non-instructional activities.					16	16	#DIV/0!	#DIV/0!
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		1			15	16	100.0%	0.0%
32. In my school, I spend too much time in meetings.	1	4	1	4	6	16	50.0%	50.0%
33. In my school, there is adequate support for special education students.	2	2	1	2	8	15	57.1%	42.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	11	5				16	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	7		1		16	93.8%	6.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	1	6		3	6	16	70.0%	30.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	11		2	2	16	85.7%	14.3%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	2	13		1		16	93.8%	6.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		2	2	11	1	16	13.3%	86.7%
40. In my class, I feel that students are engaged in virtual learning		4			12	16	100.0%	0.0%

**ASCEND ONE**

41. Student behavior online is disruptive to learning.		4		2	10	16	66.7%	33.3%
42. I am worried that students who are online are not actively engaged in class.	3	5		2	6	16	80.0%	20.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	4		2	9	16	71.4%	28.6%
44. I feel that I have the curricular resources and support I need to do my job this year.		5		2	9	16	71.4%	28.6%