

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	6	7	8	1	24	34.8%	65.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	2	7		24	62.5%	37.5%
3. I personally feel successful in my work.	3	11	4	6		24	58.3%	41.7%
4. I feel involved in decision-making at my school/worksite.	1	11	6	5	1	24	52.2%	47.8%
5. I want to be involved in decision-making at my school/worksite.	6	17				23	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	16		5	1	24	78.3%	21.7%
7. In my school/worksite, I am treated as a professional.	5	17		2		24	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	4	12	3	5		24	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	9	5	3	4	24	60.0%	40.0%
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.	10	10		1	3	24	95.2%	4.8%
11. My work performance is evaluated fairly.	4	12	2	5	1	24	69.6%	30.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	10	8	5		24	45.8%	54.2%
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.	1	4	3	3	13	24	45.5%	54.5%
14. My administrators/supervisors respect the negotiated contracts.	6	15		3		24	87.5%	12.5%
15. My planning time is respected by my school administrations/supervisors.	4	14	1	3	2	24	81.8%	18.2%
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."	3	13	2	3	3	24	76.2%	23.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	5	5	3	8	3	24	47.6%	52.4%
18. Too much instructional time is spent administering assessments.	1	7		9	7	24	47.1%	52.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	10	7	5		24	50.0%	50.0%

20. Increased workload has contributed to a decline in my morale.	10	9	1	2	2	24	86.4%	13.6%
21. I am paid fairly.		6	5	12		23	26.1%	73.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	6	5		24	54.2%	45.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	9	8	1	24	26.1%	73.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	7	13	3	1		24	83.3%	16.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	12	1	4	3	23	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	3	14		7		24	70.8%	29.2%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	10	11		24	12.5%	87.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		16	6		23	4.3%	95.7%
29. During this current school year, I have experienced harassing behavior from parents.	7	5	2	10		24	50.0%	50.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	2	10	6	22	25.0%	75.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		15	1	2	6	24	83.3%	16.7%
32. In my school, I spend too much time in meetings.	2	12	2	7	1	24	60.9%	39.1%
33. In my school, there is adequate support for special education students.	1	5	9	8	1	24	26.1%	73.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	4	13	3	3	1	24	73.9%	26.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	3	14	3	4		24	70.8%	29.2%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	12	6	3	1	24	60.9%	39.1%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	11	6	5	1	24	52.2%	47.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	2	13	4	4	1	24	65.2%	34.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	3	6	4	11		24	37.5%	62.5%
40. In my class, I feel that students are engaged in virtual learning	1	13	4	4	2	24	63.6%	36.4%

41. Student behavior online is disruptive to learning.	4	6	2	11	1	24	43.5%	56.5%
42. I am worried that students who are online are not actively engaged in class.	10	7	1	5	1	24	73.9%	26.1%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	10	2	9	1	24	52.2%	47.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	10	6	5	1	24	52.2%	47.8%