

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	32	6	11	2	55	67.9%	32.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	27	7	11	1	56	67.3%	32.7%
3. I personally feel successful in my work.	11	35	1	9		56	82.1%	17.9%
4. I feel involved in decision-making at my school/worksite.	4	26	7	18	1	56	54.5%	45.5%
5. I want to be involved in decision-making at my school/worksite.	12	34		8	2	56	85.2%	14.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	23	8	15	1	56	58.2%	41.8%
7. In my school/worksite, I am treated as a professional.	17	38		1		56	98.2%	1.8%
8. There is good teamwork among staff in my school/worksite.	13	31	1	10	1	56	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	32	5	6	9	56	76.6%	23.4%
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.	9	20	2	11	14	56	69.0%	31.0%
11. My work performance is evaluated fairly.	10	40	2	3	1	56	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	23	14	11	3	56	52.8%	47.2%
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.	6	14	1	2	33	56	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	18	30		6	2	56	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.	18	25	1	5	7	56	87.8%	12.2%
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."	9	32	1	6	8	56	85.4%	14.6%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		8	15	26	7	56	16.3%	83.7%
18. Too much instructional time is spent administering assessments.	10	15	3	11	17	56	64.1%	35.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	6	22	4	56	46.2%	53.8%

20. Increased workload has contributed to a decline in my morale.	18	26		9	3	56	83.0%	17.0%
21. I am paid fairly.	1	22	8	25		56	41.1%	58.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	30	7	14		56	62.5%	37.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	32	4	18	1	56	60.0%	40.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	30	2	1		55	94.5%	5.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	34	4	10	3	56	73.6%	26.4%
26. In my position, I receive appropriate and adequate support and training.	8	36	2	10		56	78.6%	21.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	29	20	5	56	3.9%	96.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	32	16	3	56	9.4%	90.6%
29. During this current school year, I have experienced harassing behavior from parents.	5	11	17	22	1	56	29.1%	70.9%
30. At my school I spend most of my PIP time on non-instructional activities.	6	7	6	20	17	56	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	22	2	11	12	56	70.5%	29.5%
32. In my school, I spend too much time in meetings.	4	12	5	31	4	56	30.8%	69.2%
33. In my school, there is adequate support for special education students.	11	18	6	14	7	56	59.2%	40.8%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	25	26	2	2	1	56	92.7%	7.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	18	23	5	10		56	73.2%	26.8%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	9	31	5	8	3	56	75.5%	24.5%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	7	24	7	17	1	56	56.4%	43.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	10	32	2	10	2	56	77.8%	22.2%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	22	4	24	4	56	46.2%	53.8%
40. In my class, I feel that students are engaged in virtual learning	4	31	3	9	9	56	74.5%	25.5%

41. Student behavior online is disruptive to learning.	2	4	19	23	8	56	12.5%	87.5%
42. I am worried that students who are online are not actively engaged in class.	15	27		7	7	56	85.7%	14.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	8	23	4	12	9	56	66.0%	34.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	8	28	4	10	6	56	72.0%	28.0%