

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		10	4	14		28	35.7%	64.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		14	2	12		28	50.0%	50.0%
3. I personally feel successful in my work.	7	17		4		28	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	2	7	7	10	2	28	34.6%	65.4%
5. I want to be involved in decision-making at my school/worksite.	11	13	1	3		28	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	12	3	8		28	60.7%	39.3%
7. In my school/worksite, I am treated as a professional.	5	17	3	3		28	78.6%	21.4%
8. There is good teamwork among staff in my school/worksite.	4	19	2	3		28	82.1%	17.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	18	4	3	2	28	73.1%	26.9%
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	11	3	1	2	26	83.3%	16.7%
11. My work performance is evaluated fairly.	3	14	4	4	1	26	68.0%	32.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	8	5	11		28	42.9%	57.1%
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	10	1		12	26	92.9%	7.1%
14. My administrators/supervisors respect the negotiated contracts.	6	14	2	3	1	26	80.0%	20.0%
15. My planning time is respected by my school administrations/supervisors.	4	15	5	1	3	28	76.0%	24.0%
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."	2	12	3	7	4	28	58.3%	41.7%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	5	8	1	7	6	27	61.9%	38.1%
18. Too much instructional time is spent administering assessments.	5	9	2	9	3	28	56.0%	44.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		7	6	15		28	25.0%	75.0%

20. Increased workload has contributed to a decline in my morale.	7	13	1	7		28	71.4%	28.6%
21. I am paid fairly.	1	12	7	8		28	46.4%	53.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		19	4	5		28	67.9%	32.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	7	8		27	44.4%	55.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	12		2		27	92.6%	7.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	16	3	6	2	28	65.4%	34.6%
26. In my position, I receive appropriate and adequate support and training.	2	17	4	4	1	28	70.4%	29.6%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	16	11		28	3.6%	96.4%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	15	10		27	7.4%	92.6%
29. During this current school year, I have experienced harassing behavior from parents.		5	9	14		28	17.9%	82.1%
30. At my school I spend most of my PIP time on non-instructional activities.	4	7	1	11	5	28	47.8%	52.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	14	2	3	6	28	77.3%	22.7%
32. In my school, I spend too much time in meetings.	8	8	1	11		28	57.1%	42.9%
33. In my school, there is adequate support for special education students.	2	10	7	8	1	28	44.4%	55.6%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	5	19		3	1	28	88.9%	11.1%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	5	17	5	1		28	78.6%	21.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	14	1	11		28	57.1%	42.9%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	19	1	6		28	75.0%	25.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	20		3		28	89.3%	10.7%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		9	4	14	1	28	33.3%	66.7%
40. In my class, I feel that students are engaged in virtual learning	1	14	1	8	3	27	62.5%	37.5%

41. Student behavior online is disruptive to learning.		2	13	11	2	28	7.7%	92.3%
42. I am worried that students who are online are not actively engaged in class.	10	12	2	2	2	28	84.6%	15.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	1	14	3	5	5	28	65.2%	34.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	14	3	3	2	26	75.0%	25.0%