

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		10	2	5	3	20	58.8%	41.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	11	1	7		20	60.0%	40.0%
3. I personally feel successful in my work.	3	15		2		20	90.0%	10.0%
4. I feel involved in decision-making at my school/worksite.	2	6	2	9	1	20	42.1%	57.9%
5. I want to be involved in decision-making at my school/worksite.	4	11		2	3	20	88.2%	11.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	11		8		20	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	5	13		2		20	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	2	16		2		20	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	8		4	5	19	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.	6	7		3	4	20	81.3%	18.8%
11. My work performance is evaluated fairly.	4	12		4		20	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	8	5	6		20	45.0%	55.0%
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.	4	2		1	13	20	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	8	12				20	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	6	7	1	1	5	20	86.7%	13.3%
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."	3	11		2	4	20	87.5%	12.5%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	7	2	8	2	20	44.4%	55.6%
18. Too much instructional time is spent administering assessments.		1	1	13	5	20	6.7%	93.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		7	1	12		20	35.0%	65.0%

20. Increased workload has contributed to a decline in my morale.	7	8		5		20	75.0%	25.0%
21. I am paid fairly.		6	6	8		20	30.0%	70.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	2	12	1	20	26.3%	73.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	2	13	1	20	21.1%	78.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	2	17		1		20	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	12		6	1	20	68.4%	31.6%
26. In my position, I receive appropriate and adequate support and training.	1	13	1	5		20	70.0%	30.0%
27. During this current school year, I have experienced harassing behavior from colleagues.			13	7		20	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	12	7		20	5.0%	95.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	4	6	6	1	20	36.8%	63.2%
30. At my school I spend most of my PIP time on non-instructional activities.		2	3	8	7	20	15.4%	84.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		11		1	8	20	91.7%	8.3%
32. In my school, I spend too much time in meetings.	1	4	1	12	2	20	27.8%	72.2%
33. In my school, there is adequate support for special education students.	2	8	1	7	2	20	55.6%	44.4%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	7	7		5	1	20	73.7%	26.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	3	15	1	1		20	90.0%	10.0%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	2	15	2	1		20	85.0%	15.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	11	3	5		20	60.0%	40.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	4	8		8		20	60.0%	40.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		6	1	12	1	20	31.6%	68.4%
40. In my class, I feel that students are engaged in virtual learning	3	10		6	1	20	68.4%	31.6%

41. Student behavior online is disruptive to learning.	2	7		9	2	20	50.0%	50.0%
42. I am worried that students who are online are not actively engaged in class.	7	9	1	2	1	20	84.2%	15.8%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	7	2	6	3	20	52.9%	47.1%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	6		10	3	20	41.2%	58.8%