

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	10	2	12	1	26	44.0%	56.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	10	2	12		26	46.2%	53.8%
3. I personally feel successful in my work.	5	13		8		26	69.2%	30.8%
4. I feel involved in decision-making at my school/worksite.	4	5	7	9	1	26	36.0%	64.0%
5. I want to be involved in decision-making at my school/worksite.	5	13	1	4	3	26	78.3%	21.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	6	4	9	1	26	48.0%	52.0%
7. In my school/worksite, I am treated as a professional.	6	10	1	8	1	26	64.0%	36.0%
8. There is good teamwork among staff in my school/worksite.	6	14	2	4		26	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	9	2	8	4	26	54.5%	45.5%
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.	7	11		5	3	26	78.3%	21.7%
11. My work performance is evaluated fairly.	6	14		5		25	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	7	5	7	2	24	45.5%	54.5%
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.	2	4	1	2	15	24	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	9	13		2		24	91.7%	8.3%
15. My planning time is respected by my school administrations/supervisors.	5	15		2	3	25	90.9%	9.1%
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."	3	13	2	3	4	25	76.2%	23.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	4	4	10	5	26	33.3%	66.7%
18. Too much instructional time is spent administering assessments.	5	6	1	7	6	25	57.9%	42.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	7	6	11	1	26	32.0%	68.0%

20. Increased workload has contributed to a decline in my morale.	9	12	2	3		26	80.8%	19.2%
21. I am paid fairly.	2	8	4	11	1	26	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	12	6	5		26	57.7%	42.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	4	10		26	46.2%	53.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	12	2	2		25	84.0%	16.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	12	2	6	2	26	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	3	14	3	5	1	26	68.0%	32.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		4	14	8		26	15.4%	84.6%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	14	8		25	12.0%	88.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	6	6	12		25	28.0%	72.0%
30. At my school I spend most of my PIP time on non-instructional activities.		7	2	11	5	25	35.0%	65.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		19	1	1	5	26	90.5%	9.5%
32. In my school, I spend too much time in meetings.	2	7	1	15	1	26	36.0%	64.0%
33. In my school, there is adequate support for special education students.	3	8	6	7	2	26	45.8%	54.2%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	9	14		3		26	88.5%	11.5%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	4	15	2	5		26	73.1%	26.9%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	1	12		12	1	26	52.0%	48.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	2	11	1	10	1	25	54.2%	45.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	16	1	4	1	25	79.2%	20.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	10	2	10	1	25	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	2	8	1	11	4	26	45.5%	54.5%

41. Student behavior online is disruptive to learning.		2	9	12	3	26	8.7%	91.3%
42. I am worried that students who are online are not actively engaged in class.	12	8	1	3	2	26	83.3%	16.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	12	2	3	4	25	76.2%	23.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	13	1	5	3	26	73.9%	26.1%