

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	11	32	1	7	3	54	84.3%	15.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	18	31	1	3		53	92.5%	7.5%
3. I personally feel successful in my work.	11	31	2	10		54	77.8%	22.2%
4. I feel involved in decision-making at my school/worksite.	12	20	2	18	2	54	61.5%	38.5%
5. I want to be involved in decision-making at my school/worksite.	14	33		5	2	54	90.4%	9.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	27	1	3		53	92.5%	7.5%
7. In my school/worksite, I am treated as a professional.	32	18		4		54	92.6%	7.4%
8. There is good teamwork among staff in my school/worksite.	29	24		1		54	98.1%	1.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	25	1	11	7	54	74.5%	25.5%
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.	10	23	3	6	11	53	78.6%	21.4%
11. My work performance is evaluated fairly.	14	30	1	8	1	54	83.0%	17.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	22	13	13	2	54	50.0%	50.0%
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.	1	7	4	2	39	53	57.1%	42.9%
14. My administrators/supervisors respect the negotiated contracts.	25	23	1	3		52	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	18	25	1	3	7	54	91.5%	8.5%
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."	8	33		3	10	54	93.2%	6.8%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	5	13	11	17	7	53	39.1%	60.9%
18. Too much instructional time is spent administering assessments.	5	15	3	18	13	54	48.8%	51.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	10	18	3	54	45.1%	54.9%

20. Increased workload has contributed to a decline in my morale.	19	17		13	5	54	73.5%	26.5%
21. I am paid fairly.	1	23	9	21		54	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	37	1	7		54	85.2%	14.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	27	3	23		54	51.9%	48.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	28	1			54	98.1%	1.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	29	8	8	4	54	68.0%	32.0%
26. In my position, I receive appropriate and adequate support and training.	6	38		10		54	81.5%	18.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	32	16	3	54	5.9%	94.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	33	18	2	54	1.9%	98.1%
29. During this current school year, I have experienced harassing behavior from parents.		15	20	19		54	27.8%	72.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	12	4	23	14	54	32.5%	67.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	29		4	13	54	90.2%	9.8%
32. In my school, I spend too much time in meetings.	3	16		33	2	54	36.5%	63.5%
33. In my school, there is adequate support for special education students.	6	31	6	7	4	54	74.0%	26.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	18	33	1	1	1	54	96.2%	3.8%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	20	21	2	9	2	54	78.8%	21.2%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	23	5	19	1	54	54.7%	45.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	19	11	15	3	54	49.0%	51.0%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	12	26	6	9	1	54	71.7%	28.3%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	5	14	4	28	3	54	37.3%	62.7%
40. In my class, I feel that students are engaged in virtual learning	3	17	7	19	8	54	43.5%	56.5%

41. Student behavior online is disruptive to learning.	1	2	21	24	6	54	6.3%	93.8%
42. I am worried that students who are online are not actively engaged in class.	24	14	1	10	5	54	77.6%	22.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	8	18	7	13	8	54	56.5%	43.5%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	29	7	10	4	54	66.0%	34.0%