

## NON SCHOOL BASED

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	11	9		3		23	87.0%	13.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	10		3		23	87.0%	13.0%
3. I personally feel successful in my work.	11	10		2		23	91.3%	8.7%
4. I feel involved in decision-making at my school/worksite.	9	9		5		23	78.3%	21.7%
5. I want to be involved in decision-making at my school/worksite.	9	13		1		23	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	10		3		23	87.0%	13.0%
7. In my school/worksite, I am treated as a professional.	13	9		1		23	95.7%	4.3%
8. There is good teamwork among staff in my school/worksite.	13	8		2		23	91.3%	8.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	4	2	5	6	22	56.3%	43.8%
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	13		2	2	23	90.5%	9.5%
11. My work performance is evaluated fairly.	12	6		3	2	23	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	8	1	2	2	23	85.7%	14.3%
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	5	1	1	10	23	84.6%	15.4%
14. My administrators/supervisors respect the negotiated contracts.	11	10		2		23	91.3%	8.7%
15. My planning time is respected by my school administrations/supervisors.	7	7		1	8	23	93.3%	6.7%
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."	4	3			16	23	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	1	1	1	19	23	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	1	2		1	19	23	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	9	2	3	4	23	73.7%	26.3%

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20. Increased workload has contributed to a decline in my morale.	2	4	3	12	2	23	28.6%	71.4%
21. I am paid fairly.	3	10	2	8		23	56.5%	43.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	13		3		23	87.0%	13.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	3	3		23	73.9%	26.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	4	17		2		23	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	10	1	3	8	23	73.3%	26.7%
26. In my position, I receive appropriate and adequate support and training.	6	13	2	2		23	82.6%	17.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	11	9	1	23	9.1%	90.9%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	16	6		23	4.3%	95.7%
29. During this current school year, I have experienced harassing behavior from parents.		3	7	3	10	23	23.1%	76.9%
30. At my school I spend most of my PIP time on non-instructional activities.			2	1	20	23	0.0%	100.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	2			20	23	100.0%	0.0%
32. In my school, I spend too much time in meetings.		2	5	4	12	23	18.2%	81.8%
33. In my school, there is adequate support for special education students.	1	3		3	16	23	57.1%	42.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	15	8				23	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	9	5		2	7	23	87.5%	12.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	5		2	12	23	81.8%	18.2%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	4	8		2	8	22	85.7%	14.3%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	10	10		2	1	23	90.9%	9.1%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	6	3	10	3	23	35.0%	65.0%
40. In my class, I feel that students are engaged in virtual learning		3		1	19	23	75.0%	25.0%

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41. Student behavior online is disruptive to learning.		1		4	18	23	20.0%	80.0%
42. I am worried that students who are online are not actively engaged in class.	3	3		1	16	23	85.7%	14.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.		5		1	17	23	83.3%	16.7%
44. I feel that I have the curricular resources and support I need to do my job this year.		7		1	14	22	87.5%	12.5%