

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	9	1	3		17	76.5%	23.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	4		2		17	88.2%	11.8%
3. I personally feel successful in my work.	5	9		3		17	82.4%	17.6%
4. I feel involved in decision-making at my school/worksite.	8	5		4		17	76.5%	23.5%
5. I want to be involved in decision-making at my school/worksite.	9	5		2	1	17	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	6	1	1		17	88.2%	11.8%
7. In my school/worksite, I am treated as a professional.	14	2		1		17	94.1%	5.9%
8. There is good teamwork among staff in my school/worksite.	12	3		2		17	88.2%	11.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	10	1			17	94.1%	5.9%
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.	3	8		5	1	17	68.8%	31.3%
11. My work performance is evaluated fairly.	11	6				17	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	4	3	6		17	47.1%	52.9%
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	4		1	11	17	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	12	5				17	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	4		1	1	17	93.8%	6.3%
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."	9	6			2	17	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	6		7	2	17	53.3%	46.7%
18. Too much instructional time is spent administering assessments.	2	3		8	4	17	38.5%	61.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	1	4		17	70.6%	29.4%

20. Increased workload has contributed to a decline in my morale.	4	9	1	1	2	17	86.7%	13.3%
21. I am paid fairly.		6	3	8		17	35.3%	64.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	8	1	5		17	64.7%	35.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	8	2	5		17	58.8%	41.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	7		1		17	94.1%	5.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	9		1		17	94.1%	5.9%
26. In my position, I receive appropriate and adequate support and training.	6	10		1		17	94.1%	5.9%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	11	2		17	23.5%	76.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	13	1	1	17	12.5%	87.5%
29. During this current school year, I have experienced harassing behavior from parents.	2	3	8	3	1	17	31.3%	68.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	1	1	6	8	17	22.2%	77.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	9			5	17	100.0%	0.0%
32. In my school, I spend too much time in meetings.	1	8	1	6	1	17	56.3%	43.8%
33. In my school, there is adequate support for special education students.	2	12		3		17	82.4%	17.6%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	6	10	1			17	94.1%	5.9%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	7	9		1		17	94.1%	5.9%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	9		4		17	76.5%	23.5%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	10		3	1	17	81.3%	18.8%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	13		1		17	94.1%	5.9%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	2	6	2	6	1	17	50.0%	50.0%
40. In my class, I feel that students are engaged in virtual learning	1	5	1	5	5	17	50.0%	50.0%

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41. Student behavior online is disruptive to learning.		5	1	9	2	17	33.3%	66.7%
42. I am worried that students who are online are not actively engaged in class.	4	8		4	1	17	75.0%	25.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	6		5	3	17	64.3%	35.7%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	10		1	2	17	93.3%	6.7%