

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	10		12		23	47.8%	52.2%
2. There is an atmosphere of open communication and trust in my school/worksite.		15		8		23	65.2%	34.8%
3. I personally feel successful in my work.	5	11		7		23	69.6%	30.4%
4. I feel involved in decision-making at my school/worksite.	2	7	2	11		22	40.9%	59.1%
5. I want to be involved in decision-making at my school/worksite.	8	12		3		23	87.0%	13.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	6	2	14		23	30.4%	69.6%
7. In my school/worksite, I am treated as a professional.	3	17	1	2		23	87.0%	13.0%
8. There is good teamwork among staff in my school/worksite.	2	13	1	7		23	65.2%	34.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	8		8	5	23	55.6%	44.4%
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.	4	13		2	4	23	89.5%	10.5%
11. My work performance is evaluated fairly.	1	13	2	6	1	23	63.6%	36.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	7	5	9		23	39.1%	60.9%
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.	2	2		1	17	22	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	3	18		1	1	23	95.5%	4.5%
15. My planning time is respected by my school administrations/supervisors.	1	15	2	4	1	23	72.7%	27.3%
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	10		8	2	23	61.9%	38.1%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	10	2	7	3	23	55.0%	45.0%
18. Too much instructional time is spent administering assessments.	6	4	2	6	5	23	55.6%	44.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	6	5	8	1	23	40.9%	59.1%

20. Increased workload has contributed to a decline in my morale.	10	7	2	3	1	23	77.3%	22.7%
21. I am paid fairly.	1	7	6	9		23	34.8%	65.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	8	3	8	2	23	47.6%	52.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	4	9		23	43.5%	56.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	12		1	1	23	95.5%	4.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	14		5	2	23	76.2%	23.8%
26. In my position, I receive appropriate and adequate support and training.	4	8	1	10		23	52.2%	47.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	12	10		23	4.3%	95.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	13	8		23	8.7%	91.3%
29. During this current school year, I have experienced harassing behavior from parents.	2	4	9	6	2	23	28.6%	71.4%
30. At my school I spend most of my PIP time on non-instructional activities.	2	6	2	3	9	22	61.5%	38.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		5		7	11	23	41.7%	58.3%
32. In my school, I spend too much time in meetings.	7	7	1	6	1	22	66.7%	33.3%
33. In my school, there is adequate support for special education students.	2	10	3	6	2	23	57.1%	42.9%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	4	14		5		23	78.3%	21.7%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	3	11	2	6	1	23	63.6%	36.4%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	3	19		1		23	95.7%	4.3%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	1	13	3	6		23	60.9%	39.1%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	3	16	2	2		23	82.6%	17.4%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	4	9	1	9		23	56.5%	43.5%
40. In my class, I feel that students are engaged in virtual learning	2	15	1	4	1	23	77.3%	22.7%

41. Student behavior online is disruptive to learning.	2	10	5	4	2	23	57.1%	42.9%
42. I am worried that students who are online are not actively engaged in class.	5	15		3		23	87.0%	13.0%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	4	10	3	5		22	63.6%	36.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	1	14	1	6	1	23	68.2%	31.8%