

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	24		5		32	84.4%	15.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	22	9		1		32	96.9%	3.1%
3. I personally feel successful in my work.	6	16		10		32	68.8%	31.3%
4. I feel involved in decision-making at my school/worksite.	9	16	1	6		32	78.1%	21.9%
5. I want to be involved in decision-making at my school/worksite.	6	25		1		32	96.9%	3.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	12		1		32	96.9%	3.1%
7. In my school/worksite, I am treated as a professional.	21	11				32	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	20	11		1		32	96.9%	3.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	14		4	5	32	85.2%	14.8%
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.	2	17	3	7	3	32	65.5%	34.5%
11. My work performance is evaluated fairly.	16	14		1	1	32	96.8%	3.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	14	6	7	1	32	58.1%	41.9%
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.	5	7		1	19	32	92.3%	7.7%
14. My administrators/supervisors respect the negotiated contracts.	18	13		1		32	96.9%	3.1%
15. My planning time is respected by my school administrations/supervisors.	17	11		1	3	32	96.6%	3.4%
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."	14	15			3	32	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	12		14	3	32	51.7%	48.3%
18. Too much instructional time is spent administering assessments.	2	12	1	8	9	32	60.9%	39.1%
19. HCPSS professional development experiences are meaningful and worthwhile.		8	5	19		32	25.0%	75.0%

20. Increased workload has contributed to a decline in my morale.	12	13		6	1	32	80.6%	19.4%
21. I am paid fairly.		15	7	10		32	46.9%	53.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	18	1	12		32	59.4%	40.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	5	17		32	31.3%	68.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	20		4		32	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	15		6	4	32	78.6%	21.4%
26. In my position, I receive appropriate and adequate support and training.	7	19		5		31	83.9%	16.1%
27. During this current school year, I have experienced harassing behavior from colleagues.			19	12	1	32	0.0%	100.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		23	7	1	32	3.2%	96.8%
29. During this current school year, I have experienced harassing behavior from parents.	3	4	8	16	1	32	22.6%	77.4%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	3	11	13	31	22.2%	77.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	17		1	10	32	95.5%	4.5%
32. In my school, I spend too much time in meetings.	1	9	1	21		32	31.3%	68.8%
33. In my school, there is adequate support for special education students.		11	7	13	1	32	35.5%	64.5%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	13	19				32	100.0%	0.0%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	10	18		4		32	87.5%	12.5%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	4	20	1	7		32	75.0%	25.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	3	22	1	6		32	78.1%	21.9%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	5	19	2	6		32	75.0%	25.0%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	6	16		9	1	32	71.0%	29.0%
40. In my class, I feel that students are engaged in virtual learning	3	18	1	7	3	32	72.4%	27.6%

41. Student behavior online is disruptive to learning.	1	10		19	2	32	36.7%	63.3%
42. I am worried that students who are online are not actively engaged in class.	5	14		11	2	32	63.3%	36.7%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	13	4	8	5	32	55.6%	44.4%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	16		11	3	32	62.1%	37.9%