

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	27		5	1	34	84.8%	15.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	27		3		34	91.2%	8.8%
3. I personally feel successful in my work.	4	26	1	3		34	88.2%	11.8%
4. I feel involved in decision-making at my school/worksite.	3	19	3	5	4	34	73.3%	26.7%
5. I want to be involved in decision-making at my school/worksite.	4	21	1	3	5	34	86.2%	13.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	20	1	7	1	34	75.8%	24.2%
7. In my school/worksite, I am treated as a professional.	10	23	1			34	97.1%	2.9%
8. There is good teamwork among staff in my school/worksite.	6	24		3		33	90.9%	9.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	19	4	3	7	34	74.1%	25.9%
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.	10	16	3	1	4	34	86.7%	13.3%
11. My work performance is evaluated fairly.	5	26	1	1	1	34	93.9%	6.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	12	6		34	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.	5	10		1	18	34	93.8%	6.3%
14. My administrators/supervisors respect the negotiated contracts.	7	23		3		33	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	9	15	2	2	5	33	85.7%	14.3%
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."	4	24		1	5	34	96.6%	3.4%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	1	4	6	18	5	34	17.2%	82.8%
18. Too much instructional time is spent administering assessments.	4	9		13	8	34	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	11	12	2	34	28.1%	71.9%

20. Increased workload has contributed to a decline in my morale.	13	15		5	1	34	84.8%	15.2%
21. I am paid fairly.	3	12	7	11		33	45.5%	54.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	20		5		33	84.8%	15.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20		10		32	68.8%	31.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	21		4		33	87.9%	12.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	25		1	3	34	96.8%	3.2%
26. In my position, I receive appropriate and adequate support and training.	6	23	2	3		34	85.3%	14.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	3		22	7	2	34	9.4%	90.6%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		23	8	2	34	3.1%	96.9%
29. During this current school year, I have experienced harassing behavior from parents.	1	6	16	10	1	34	21.2%	78.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	11	3	10	8	33	48.0%	52.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	15		3	10	32	86.4%	13.6%
32. In my school, I spend too much time in meetings.	6	15	1	10	2	34	65.6%	34.4%
33. In my school, there is adequate support for special education students.	3	18	5	7	1	34	63.6%	36.4%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	10	16	1	3	3	33	86.7%	13.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	8	15	4	6		33	69.7%	30.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	12	20		2		34	94.1%	5.9%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	7	14	5	8		34	61.8%	38.2%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	7	16	3	5	2	33	74.2%	25.8%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	7	15		12		34	64.7%	35.3%
40. In my class, I feel that students are engaged in virtual learning	6	23		4	1	34	87.9%	12.1%

41. Student behavior online is disruptive to learning.		5	11	15	3	34	16.1%	83.9%
42. I am worried that students who are online are not actively engaged in class.	3	18	3	9	1	34	63.6%	36.4%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	17	3	6	3	34	71.0%	29.0%
44. I feel that I have the curricular resources and support I need to do my job this year.	2	19	3	9	1	34	63.6%	36.4%