






















1. Which of the following best describes your relationship to HCPS?

Response	Frequency	Percent	0	20	40	60	80	100
Instructional staff (e.g., teacher, reading specialist, special	1385	80.7%						
Support Staff (e.g., Educational Support Professional, inclusion	233	13.6%						
School-based administrator (e.g., principal, assistant principal,	59	3.4%						
Central office administrator (e.g., content supervisors,	10	0.6%						
Other	21	1.2%						

Other Responses:

- SCHOOL PSYCHOLOGIST
- OCCUPATIONAL THERAPIST
- RELATED SERVICE PROVIDER
- TEACHER SPECIALIST
- LEARNING SUPPORT CENTER ASSISTANT
- LONG-TERM SUB
- LONG-TERM SUBSTITUTE
- LEAD SECRETARY
- LONG TERM SUBSTITUTE
- JUDY CENTER COORDINATOR
- SPECIAL ED TEACHER SPECIALIST
- SOCIAL WORKER
- RELATED SERVICE PROVIDER
- LONG TERM SUBSTITUTE
- SOCIAL WORKER
- TEACHER SPECIALIST
- SCHOOL PSYCHOLOGIST
- INSTRUCTIONAL COACH
- OCCUPATIONAL THERAPIST
- SKA
- RELATED SERVICES

2. What grade(s) do you primarily teach or provide support to? Check all that apply.

Response	Frequency	Percent	0	20	40	60	80	100
Prekindergarten	122	7.0%						
Kindergarten	307	17.6%						
1st grade	305	17.5%						
2nd grade	309	17.7%						
3rd grade	300	17.2%						
4th grade	323	18.5%						
5th grade	330	18.9%						
6th grade	241	13.8%						
7th grade	234	13.4%						
8th grade	243	13.9%						
9th grade	358	20.5%						
10th grade	388	22.2%						
11th grade	402	23.1%						
12th grade	378	21.7%						
Special Services Team (e.g., reading specialist, special educator,	102	5.8%						
Other	57	3.3%						

Other Responses:

- I do not teach or provide direct support to students.
- 3 year olds
- CSP
- Strive
- p-k through 8th
- CSP
- k-12 special education
- JAS
- Media
- Special Education
- music
- K-5
- 2 ALT students in 3rd and 5th
- OTH
- Birth -21
- Entire school

- Special Ed
- Certificate Program
- reading interventions
- Daily Life Skills
- K-5th
- Special Education 3-4 year olds
- Life Skill students
- K-5
- STRIVE
- Library
- STRIVE
- Elementary grades 1st through 6th
- all elementary 1-6
- John Archer School services children ages 3-21
- 0-21
- STRIVE Life Skills
- STRIVE Life Skills
- Also provide assistance to parents and instructional staff.
- K-5
- STRIVE
- OTH
- ELL
- High school credit w/ in 8th grade
- birth-age 5
- OTH
- Adapted Physical Education k-12
- ESOL
- Harford Glen/Science instruction
- OTH
- birth-21
- all
- OTH
- k-5
- In School Suspension Technician
- Life Skill Students
- Cafeteria
- OTH
- itinerant related service provider across all grade levels
- John Archer School Special Areas-prek-12+
- Daily Skills 6th - 8th
- Support is provided through Business Services and Finance

3. How many years of teaching experience do you have?

Response	Frequency	Percent	0	20	40	60	80	100
1-2 years	140	8.2%						
3-5 years	148	8.6%						
6-10 years	288	16.8%						
11-15 years	282	16.5%						
More than 15 years	827	48.3%						
Other	28	1.6%						

Other Responses:

- 12 YEARS WITH HCPS - NOT TEACHING
- FIRST YEAR TEACHER, BUT OVER 20 YEARS AS A DAILY AND LONG-TERM SUBSTITUTE
- I AM A LONG TERM SUB. I HAVE BEEN TEACHING ON AND OFF FOR TWENTY YEARS.
- SUPPORT STAFF-CLERICAL/NO TEACHING EXPERIENCE
- 0 TEACHING; 34 SCHOOL PSYCHOLOGIST
- HAVE BEEN BOTH AN INCLUSION ASSISTANT AND PARA EDUCATOR SINCE 2009. WORKED AS A SUBSTITUTE TEACHER BEFORE BEING EMPLOYED.
- 5 MONTHS
- NOT A TEACHER BUT AN INCLUSION HELPER FOR 13 YEARS
- 0, BUT I HAVE BEEN SUBBING OFF AND ON AT DUBLIN.
- ALMOST A YEAR
- 23
- 20 YEARS
- 23
- 29

- PARA EDUCATOR
- 1 YEAR AS A PARA ED, 2 YEARS AS 10 MONTH SECRETARY AND 16 YEARS AS A LEAD SECRETARY
- 22
- 40+
- 29
- 14 YEARS AS A LICENSED SOCIAL WORKER, ALMOST 3 YEARS WITH HCPS
- THIS IS MY 1ST YEAR AS A LONG TERM SUB
- LESS THAN 1YR
- NONE
- NOT A TEACHER, 29 YEARS WITH HCPS
- 10 YEARS SUPPORT
- NOT A TEACHER
- 29
- 32

4. Please select your home school from the list.

Response	Frequency	Percent	0	20	40	60	80	100
Aberdeen High School	57	3.3%						
Aberdeen Middle School	50	2.9%						
Abingdon Elementary School	28	1.6%						
Alternative Education Program at the Center for Educational	17	1.0%						
Bakerfield Elementary School	18	1.0%						
Bel Air Elementary School	19	1.1%						
Bel Air High School	63	3.7%						
Bel Air Middle School	67	3.9%						
Central Office Location	19	1.1%						
C. Milton Wright High School	50	2.9%						
Church Creek Elementary School	31	1.8%						
Churchville Elementary School	18	1.0%						
Darlington Elementary School	12	0.7%						
Deerfield Elementary School	31	1.8%						
Dublin Elementary School	23	1.3%						
Edgewood Elementary School	20	1.2%						
Edgewood High School	59	3.4%						
Edgewood Middle School	61	3.5%						
Emmorton Elementary School	23	1.3%						
Fallston High School	35	2.0%						
Fallston Middle School	28	1.6%						
Forest Hill Elementary School	33	1.9%						
Forest Lakes Elementary School	17	1.0%						
Fountain Green Elementary School	18	1.0%						
George D. Lisby Elementary School at Hillsdale	21	1.2%						
Hall's Cross Roads Elementary School	22	1.3%						
Harford Technical High School	42	2.4%						
Havre de Grace Elementary School	24	1.4%						
Havre de Grace High School	25	1.5%						
Havre de Grace Middle School	28	1.6%						
Hickory Elementary School	30	1.7%						
Homestead / Wakefield Elementary School	30	1.7%						
Jarrettsville Elementary School	23	1.3%						
John Archer School	42	2.4%						
Joppatowne Elementary School	27	1.6%						
Joppatowne High School	37	2.1%						
Magnolia Elementary School	33	1.9%						
Magnolia Middle School	32	1.9%						
Meadowvale Elementary School	21	1.2%						
Norrisville Elementary School	13	0.8%						
North Bend Elementary School	16	0.9%						
North Harford Elementary School	22	1.3%						
North Harford High School	45	2.6%						
North Harford Middle School	40	2.3%						
Patterson Mill High School	36	2.1%						
Patterson Mill Middle School	25	1.5%						
Prospect Mill Elementary School	29	1.7%						
Red Pump Elementary School	30	1.7%						
Ring Factory Elementary School	26	1.5%						

Response	Frequency	Percent	0	20	40	60	80	100
Riverside Elementary School	24	1.4%						
Roye-Williams Elementary School	17	1.0%						
Southampton Middle School	56	3.3%						
William Paca/Old Post Road Elementary School	43	2.5%						
William S. James Elementary School	25	1.5%						
Youth's Benefit Elementary School	40	2.3%						

5. How many of your students did you feel were cognitively engaged during virtual instruction?

Response	Frequency	Percent	0	20	40	60	80	100
Few of my students (between 0% and 25%)	124	7.2%						
Some of my students (between 26% and 50%)	549	31.9%						
Many of my students (between 51% and 75%)	694	40.3%						
Most of my students (between 76% and 99%)	342	19.9%						
All of my students (100%)	12	0.7%						

6. Using technology and virtual resources to provide authentic experiences, such as virtual field trips, asynchronous video, escape rooms or simulated applications of content.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	70	4.1%						
Slightly Effective	329	19.1%						
Moderately Effective	779	45.3%						
Very Effective	437	25.4%						
Extremely Effective	106	6.2%						

7. Providing opportunities for students to create videos, audio recordings, and other forms of multi-media expression to demonstrate learning.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	146	8.5%						
Slightly Effective	295	17.1%						
Moderately Effective	620	36.0%						
Very Effective	518	30.1%						
Extremely Effective	142	8.3%						

8. Connecting with student's previous knowledge and experiences.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	48	2.8%						
Slightly Effective	225	13.1%						
Moderately Effective	628	36.5%						
Very Effective	628	36.5%						
Extremely Effective	192	11.2%						

9. Highlighting the value and personal relevance of assignments.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	101	5.9%						
Slightly Effective	321	18.7%						
Moderately Effective	656	38.1%						
Very Effective	509	29.6%						
Extremely Effective	134	7.8%						

10. Utilizing hands on materials for students to construct creative products.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	177	10.3%						
Slightly Effective	283	16.4%						
Moderately Effective	511	29.7%						
Very Effective	514	29.9%						
Extremely Effective	236	13.7%						

11. Utilizing break out rooms to provide student-student and student-teacher interaction.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	269	15.6%						
Slightly Effective	365	21.2%						
Moderately Effective	542	31.5%						
Very Effective	385	22.4%						
Extremely Effective	160	9.3%						

12. Providing student choice.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	48	2.8%						
Slightly Effective	217	12.6%						
Moderately Effective	558	32.4%						
Very Effective	603	35.0%						
Extremely Effective	295	17.1%						

13. Providing videos, tutorials, audio recordings, and other online resources for your students' parents/caregivers to help their child engage in learning.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	50	2.9%						
Slightly Effective	249	14.5%						
Moderately Effective	581	33.8%						
Very Effective	572	33.2%						
Extremely Effective	269	15.6%						

15. How many of your students did you feel were emotionally engaged during virtual instruction?

Response	Frequency	Percent	0	20	40	60	80	100
Few of my students (between 0% and 25%)	193	11.2%						
Some of my students (between 26% and 50%)	608	35.3%						
Many of my students (between 51% and 75%)	612	35.6%						
Most of my students (between 76% and 99%)	294	17.1%						
All of my students (100%)	14	0.8%						

16. Establishing team-building routines and rituals by having students take on class roles.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	197	11.4%						
Slightly Effective	357	20.7%						
Moderately Effective	595	34.6%						
Very Effective	408	23.7%						
Extremely Effective	164	9.5%						

17. Incorporating social emotional check-ins.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	75	4.4%						
Slightly Effective	276	16.0%						
Moderately Effective	608	35.3%						
Very Effective	502	29.2%						
Extremely Effective	260	15.1%						

18. Prompting students to share interests.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	47	2.7%						
Slightly Effective	183	10.6%						
Moderately Effective	475	27.6%						
Very Effective	652	37.9%						
Extremely Effective	364	21.2%						

19. Building strong relationships through one-on-one or virtual meetings with students.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	65	3.8%						
Slightly Effective	176	10.2%						
Moderately Effective	451	26.2%						
Very Effective	581	33.8%						
Extremely Effective	448	26.0%						

20. Integrating students interests and strengths.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	34	2.0%						
Slightly Effective	156	9.1%						
Moderately Effective	488	28.4%						
Very Effective	682	39.6%						
Extremely Effective	361	21.0%						

21. Using technology to provide feedback and praise.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	70	4.1%						
Slightly Effective	278	16.2%						
Moderately Effective	597	34.7%						
Very Effective	533	31.0%						
Extremely Effective	243	14.1%						

22. Using challenges to increase motivation.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	123	7.1%						
Slightly Effective	392	22.8%						
Moderately Effective	638	37.1%						
Very Effective	421	24.5%						
Extremely Effective	147	8.5%						

24. How many of your students did you feel were behaviorally engaged during virtual instruction?

Response	Frequency	Percent	0	20	40	60	80	100
Few of my students (between 0% and 25%)	160	9.3%						
Some of my students (between 26% and 50%)	528	30.7%						
Many of my students (between 51% and 75%)	603	35.0%						
Most of my students (between 76% and 99%)	407	23.6%						
All of my students (100%)	23	1.3%						

25. Establishing class norms.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	44	2.6%						
Slightly Effective	170	9.9%						
Moderately Effective	523	30.4%						
Very Effective	622	36.1%						
Extremely Effective	362	21.0%						

26. Establishing individual norms.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	67	3.9%						
Slightly Effective	248	14.4%						
Moderately Effective	651	37.8%						
Very Effective	536	31.1%						
Extremely Effective	219	12.7%						

27. Using virtual resources to build a more relevant learning experience (virtual field trips, social media, video clips, gamified learning etc.).

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	78	4.5%						
Slightly Effective	275	16.0%						
Moderately Effective	629	36.5%						
Very Effective	541	31.4%						
Extremely Effective	198	11.5%						

28. Facilitating student collaboration through collaborative documents and web tools.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	196	11.4%						
Slightly Effective	377	21.9%						
Moderately Effective	646	37.5%						
Very Effective	383	22.3%						
Extremely Effective	119	6.9%						

29. Integrating activities and strategies which supported student developing self-management skills.

Response	Frequency	Percent	0	20	40	60	80	100
Not at All Effective	114	6.6%						
Slightly Effective	350	20.3%						
Moderately Effective	697	40.5%						
Very Effective	446	25.9%						
Extremely Effective	114	6.6%						