

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	13	3	1		25	84.0%	16.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	11	4			25	84.0%	16.0%
3. I personally feel successful in my work.	11	13			1	25	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	6	10	7	2		25	64.0%	36.0%
5. I want to be involved in decision-making at my school/worksite.	8	13	4			25	84.0%	16.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	11	2			25	92.0%	8.0%
7. In my school/worksite, I am treated as a professional.	12	11	2			25	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	7	14	4			25	84.0%	16.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	12	2	2	2	25	82.6%	17.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	16	4	1	1	25	79.2%	20.8%
11. My work performance is evaluated fairly.	6	15	2		1	24	91.3%	8.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	9	5	7		25	52.0%	48.0%
13. I am provided adequate work and storage space to prepare for and do my job.	5	14	6			25	76.0%	24.0%
14. My administrators/supervisors respect the negotiated contracts.	11	14				25	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	9	9	4	1	2	25	78.3%	21.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	10	4		2	25	82.6%	17.4%
17. In my school, student misbehavior interferes with learning.	1	6	10	5	2	24	31.8%	68.2%
18. Too much instructional time is spent administering assessments.	13	8	1	2		24	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	5	11	6	2	25	26.1%	73.9%
20. Increased workload has contributed to a decline in my morale.	5	9	6	3	2	25	60.9%	39.1%
21. I am paid fairly.	2	8	8	6		24	41.7%	58.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		14	8	3		25	56.0%	44.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		17	7			24	70.8%	29.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	3	20	1			24	95.8%	4.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	16	4	3		25	72.0%	28.0%
26. In my position, I receive appropriate and adequate support and training.	4	15	3	3		25	76.0%	24.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	9	13	1	25	8.3%	91.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	14	1	25	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	12	7	1	25	20.8%	79.2%
30. At my school I spend most of my PIP time on non-instructional activities.	4	5	6	3	5	23	50.0%	50.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	14	3	1	3	24	81.0%	19.0%