

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	24	7	1		35	77.1%	22.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	27	4	1		35	85.7%	14.3%
3. I personally feel successful in my work.	10	21	4			35	88.6%	11.4%
4. I feel involved in decision-making at my school/worksite.	2	20	9	2	2	35	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	4	24	5		2	35	84.8%	15.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	6	21	5	3		35	77.1%	22.9%
7. In my school/worksite, I am treated as a professional.	9	22	2	2		35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	11	15	7	2		35	74.3%	25.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	17	4	5	1	34	72.7%	27.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	17	5	4		35	74.3%	25.7%
11. My work performance is evaluated fairly.	12	23				35	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	14	5	5	2	35	69.7%	30.3%
13. I am provided adequate work and storage space to prepare for and do my job.	16	19				35	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	13	21	1			35	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	8	20	2	1	4	35	90.3%	9.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	20	3	1	2	34	87.5%	12.5%
17. In my school, student misbehavior interferes with learning.	1	11	17	5		34	35.3%	64.7%
18. Too much instructional time is spent administering assessments.	4	11	13	3	2	33	48.4%	51.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	10	12	9	1	34	36.4%	63.6%
20. Increased workload has contributed to a decline in my morale.	10	9	14	2		35	54.3%	45.7%
21. I am paid fairly.	2	14	13	6		35	45.7%	54.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	25	1			35	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	28	4			35	88.6%	11.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	19	1			35	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	24	5	1		34	82.4%	17.6%
26. In my position, I receive appropriate and adequate support and training.	3	24	7	1		35	77.1%	22.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	13	12	1	34	24.2%	75.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	17	16	1	35	2.9%	97.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	4	18	9	1	35	20.6%	79.4%
30. At my school I spend most of my PIP time on non-instructional activities.		8	13	4	10	35	32.0%	68.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	16	5	1	11	35	75.0%	25.0%