

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	5				16	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	3				16	100.0%	0.0%
3. I personally feel successful in my work.	11	5				16	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	9	7				16	100.0%	0.0%
5. I want to be involved in decision-making at my school/worksite.	8	8				16	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	4				16	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	12	4				16	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	11	5				16	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	9			1	16	100.0%	0.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	3				16	100.0%	0.0%
11. My work performance is evaluated fairly.	11	3			1	15	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	2			16	87.5%	12.5%
13. I am provided adequate work and storage space to prepare for and do my job.	9	6				15	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	11	5				16	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	7	7			2	16	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	5				16	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		7	6	2	1	16	46.7%	53.3%
18. Too much instructional time is spent administering assessments.		3	8	2	3	16	23.1%	76.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	9	5			16	68.8%	31.3%
20. Increased workload has contributed to a decline in my morale.		2	12	1	1	16	13.3%	86.7%
21. I am paid fairly.		6	6	4		16	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	7				16	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14				15	100.0%	0.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	3	13				16	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	11				15	100.0%	0.0%
26. In my position, I receive appropriate and adequate support and training.	2	14				16	100.0%	0.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	4	10		15	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			4	12		16	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	8	6	1	16	6.7%	93.3%
30. At my school I spend most of my PIP time on non-instructional activities.		2	3	2	8	15	28.6%	71.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	8			7	16	100.0%	0.0%