

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		3	23	32		58	5.2%	94.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	4	30	23		58	8.6%	91.4%
3. I personally feel successful in my work.	5	33	15	3	1	57	67.9%	32.1%
4. I feel involved in decision-making at my school/worksite.	1	14	22	21		58	25.9%	74.1%
5. I want to be involved in decision-making at my school/worksite.	16	35	4	2	1	58	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	18	20	17		57	35.1%	64.9%
7. In my school/worksite, I am treated as a professional.	5	28	14	10		57	57.9%	42.1%
8. There is good teamwork among staff in my school/worksite.	11	28	13	6		58	67.2%	32.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	28	10	8	3	58	67.3%	32.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	9	18	27	3	58	18.2%	81.8%
11. My work performance is evaluated fairly.	7	36	8	5	2	58	76.8%	23.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	16	21	15	1	58	36.8%	63.2%
13. I am provided adequate work and storage space to prepare for and do my job.	8	27	9	13		57	61.4%	38.6%
14. My administrators/supervisors respect the negotiated contracts.	7	35	11	4	1	58	73.7%	26.3%
15. My planning time is respected by my school administrations/supervisors.	3	23	19	7	5	57	50.0%	50.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	15	19	21	2	58	28.6%	71.4%
17. In my school, student misbehavior interferes with learning.	48	4		6		58	89.7%	10.3%
18. Too much instructional time is spent administering assessments.	4	21	24	1	8	58	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	31	17	2	1	57	66.1%	33.9%
20. Increased workload has contributed to a decline in my morale.	19	16	17	5	1	58	61.4%	38.6%
21. I am paid fairly.	5	31	13	8	1	58	63.2%	36.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	11	28	12	6		57	68.4%	31.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	31	12	5	4	57	67.9%	32.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	38	5	1	2	57	89.1%	10.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	35	13	3		58	72.4%	27.6%
26. In my position, I receive appropriate and adequate support and training.	4	39	12	3		58	74.1%	25.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	23	22	3	58	18.2%	81.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	6	20	22	4	57	20.8%	79.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	6	25	17	3	57	22.2%	77.8%
30. At my school I spend most of my PIP time on non-instructional activities.	4	18	17	2	17	58	53.7%	46.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	28	5	5	18	58	75.0%	25.0%