

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	36	3			55	94.5%	5.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	19	34	2	1		56	94.6%	5.4%
3. I personally feel successful in my work.	25	30	1			56	98.2%	1.8%
4. I feel involved in decision-making at my school/worksite.	14	33	8		1	56	85.5%	14.5%
5. I want to be involved in decision-making at my school/worksite.	24	31	1			56	98.2%	1.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	33	4	1		56	91.1%	8.9%
7. In my school/worksite, I am treated as a professional.	28	26	2			56	96.4%	3.6%
8. There is good teamwork among staff in my school/worksite.	23	27	6			56	89.3%	10.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	32	4	1	1	56	90.9%	9.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	18	33	4			55	92.7%	7.3%
11. My work performance is evaluated fairly.	34	20	2			56	96.4%	3.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	27	6	6	2	55	77.4%	22.6%
13. I am provided adequate work and storage space to prepare for and do my job.	24	22	10			56	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	37	18			1	56	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	25	19	2	2	8	56	91.7%	8.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	27	23	3		3	56	94.3%	5.7%
17. In my school, student misbehavior interferes with learning.	12	33	7	2	2	56	83.3%	16.7%
18. Too much instructional time is spent administering assessments.	9	17	22	1	7	56	53.1%	46.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	39	5	2	5	56	86.3%	13.7%
20. Increased workload has contributed to a decline in my morale.	7	23	22	1	3	56	56.6%	43.4%
21. I am paid fairly.	4	30	12	9		55	61.8%	38.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	16	1		1	56	98.2%	1.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	39	1		2	54	98.1%	1.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	22	31			2	55	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	16	34	4	1	1	56	90.9%	9.1%
26. In my position, I receive appropriate and adequate support and training.	22	33	1			56	98.2%	1.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	10	34	5	54	10.2%	89.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	6	39	5	56	11.8%	88.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	13	17	21	3	56	28.3%	71.7%
30. At my school I spend most of my PIP time on non-instructional activities.	5	11	16	6	18	56	42.1%	57.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	21	5		22	54	84.4%	15.6%