

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	23	7	1		37	78.4%	21.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	10	1		37	70.3%	29.7%
3. I personally feel successful in my work.	11	21	5			37	86.5%	13.5%
4. I feel involved in decision-making at my school/worksite.	6	21	6	4		37	73.0%	27.0%
5. I want to be involved in decision-making at my school/worksite.	10	24	1		1	36	97.1%	2.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	17	9	5		37	62.2%	37.8%
7. In my school/worksite, I am treated as a professional.	16	17	4			37	89.2%	10.8%
8. There is good teamwork among staff in my school/worksite.	9	22	6			37	83.8%	16.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	18	5	1	1	37	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	21	3			37	91.9%	8.1%
11. My work performance is evaluated fairly.	11	19	5	1		36	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	16	11	5	1	37	55.6%	44.4%
13. I am provided adequate work and storage space to prepare for and do my job.	15	19	3			37	91.9%	8.1%
14. My administrators/supervisors respect the negotiated contracts.	13	23				36	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	18	3	1	3	36	87.9%	12.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	21	6	2	3	37	76.5%	23.5%
17. In my school, student misbehavior interferes with learning.	1	9	18	8	1	37	27.8%	72.2%
18. Too much instructional time is spent administering assessments.	12	15	8		2	37	77.1%	22.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	15	13	5	1	37	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	5	23	8	1		37	75.7%	24.3%
21. I am paid fairly.	1	20	11	5		37	56.8%	43.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	19	4	1		37	86.5%	13.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	24	8			37	78.4%	21.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	24	3			37	91.9%	8.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	22	8	2		37	73.0%	27.0%
26. In my position, I receive appropriate and adequate support and training.	8	23	5	1		37	83.8%	16.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	1	17	16	1	37	8.3%	91.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	17	16	2	37	5.7%	94.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	11	8	12	1	37	44.4%	55.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	16	7	7	37	23.3%	76.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	13	9	2	6	37	64.5%	35.5%