

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	20	8	13		43	51.2%	48.8%
2. There is an atmosphere of open communication and trust in my school/worksite.		12	19	12		43	27.9%	72.1%
3. I personally feel successful in my work.	8	30	4	1		43	88.4%	11.6%
4. I feel involved in decision-making at my school/worksite.		12	18	12	1	43	28.6%	71.4%
5. I want to be involved in decision-making at my school/worksite.	14	21	6		2	43	85.4%	14.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	12	13	15	1	43	33.3%	66.7%
7. In my school/worksite, I am treated as a professional.	4	29	7	3		43	76.7%	23.3%
8. There is good teamwork among staff in my school/worksite.	13	23	6	1		43	83.7%	16.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	12	10	14	5	43	36.8%	63.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	13	16	12	1	43	33.3%	66.7%
11. My work performance is evaluated fairly.	8	28	6	1		43	83.7%	16.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	16	17	8	1	43	40.5%	59.5%
13. I am provided adequate work and storage space to prepare for and do my job.	6	26	7	3	1	43	76.2%	23.8%
14. My administrators/supervisors respect the negotiated contracts.	6	24	10	1	2	43	73.2%	26.8%
15. My planning time is respected by my school administrations/supervisors.	5	22	8	2	6	43	73.0%	27.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	14	6	18	3	43	40.0%	60.0%
17. In my school, student misbehavior interferes with learning.	15	18	8	2		43	76.7%	23.3%
18. Too much instructional time is spent administering assessments.	11	19	12		1	43	71.4%	28.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	18	19	3	1	43	47.6%	52.4%
20. Increased workload has contributed to a decline in my morale.	10	20	10	3		43	69.8%	30.2%
21. I am paid fairly.	4	19	13	7		43	53.5%	46.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	23	2	2		43	90.7%	9.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	28	8	1		43	79.1%	20.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	18	20	5			43	88.4%	11.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	21	11	1	1	43	71.4%	28.6%
26. In my position, I receive appropriate and adequate support and training.	8	22	13			43	69.8%	30.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	14	23	3	42	5.1%	94.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		20	18	2	41	2.6%	97.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	2	20	13	3	43	17.5%	82.5%
30. At my school I spend most of my PIP time on non-instructional activities.		9	18	4	12	43	29.0%	71.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	17	7		12	42	76.7%	23.3%