

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	18	23	20		63	31.7%	68.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	17	24	19		63	31.7%	68.3%
3. I personally feel successful in my work.	12	41	6	4		63	84.1%	15.9%
4. I feel involved in decision-making at my school/worksite.	2	20	22	17	2	63	36.1%	63.9%
5. I want to be involved in decision-making at my school/worksite.	8	45	4	3	3	63	88.3%	11.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	24	20	14	2	62	43.3%	56.7%
7. In my school/worksite, I am treated as a professional.	9	25	19	10		63	54.0%	46.0%
8. There is good teamwork among staff in my school/worksite.	9	34	13	7		63	68.3%	31.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	28	16	10	3	62	55.9%	44.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	33	14	12		63	58.7%	41.3%
11. My work performance is evaluated fairly.	10	33	13	6	1	63	69.4%	30.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	21	18	17	1	62	42.6%	57.4%
13. I am provided adequate work and storage space to prepare for and do my job.	10	43	7	3		63	84.1%	15.9%
14. My administrators/supervisors respect the negotiated contracts.	9	44	8	1		62	85.5%	14.5%
15. My planning time is respected by my school administrations/supervisors.	10	29	11	5	7	62	70.9%	29.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	17	18	23	3	62	30.5%	69.5%
17. In my school, student misbehavior interferes with learning.	23	29	5	5	1	63	83.9%	16.1%
18. Too much instructional time is spent administering assessments.	32	19	6	3	3	63	85.0%	15.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	24	17	17	2	63	44.3%	55.7%
20. Increased workload has contributed to a decline in my morale.	13	25	17	7	1	63	61.3%	38.7%
21. I am paid fairly.	2	24	23	14		63	41.3%	58.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	40	9			62	85.5%	14.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	47	7	3	3	63	83.3%	16.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	42	1	2	2	63	95.1%	4.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	35	10	8	2	63	70.5%	29.5%
26. In my position, I receive appropriate and adequate support and training.	4	36	14	6	2	62	66.7%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	9	32	14	2	62	23.3%	76.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	8	29	16	3	63	25.0%	75.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	8	16	26	13		63	38.1%	61.9%
30. At my school I spend most of my PIP time on non-instructional activities.	10	18	22	4	8	62	51.9%	48.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	19	20	12	10	62	38.5%	61.5%