

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	26	15	30		77	41.6%	58.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	30	15	24		77	49.4%	50.6%
3. I personally feel successful in my work.	15	44	1	16		76	77.6%	22.4%
4. I feel involved in decision-making at my school/worksite.	7	35	9	23	2	76	56.8%	43.2%
5. I want to be involved in decision-making at my school/worksite.	26	43	2	5	1	77	90.8%	9.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	30	12	26		77	50.6%	49.4%
7. In my school/worksite, I am treated as a professional.	17	44	3	13		77	79.2%	20.8%
8. There is good teamwork among staff in my school/worksite.	23	37	3	12	2	77	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	24	14	30	3	77	40.5%	59.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	35	8	22		77	61.0%	39.0%
11. My work performance is evaluated fairly.	15	48	3	11		77	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	23	17	25	4	77	42.5%	57.5%
13. I am provided adequate work and storage space to prepare for and do my job.	16	49	1	10	1	77	85.5%	14.5%
14. My administrators/supervisors respect the negotiated contracts.	13	42	4	16	1	76	73.3%	26.7%
15. My planning time is respected by my school administrations/supervisors.	9	37	6	14	10	76	69.7%	30.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	39	5	19	7	77	65.7%	34.3%
17. In my school, student misbehavior interferes with learning.	14	32	5	25	1	77	60.5%	39.5%
18. Too much instructional time is spent administering assessments.	12	28	1	19	16	76	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	26	15	27	2	76	43.2%	56.8%
20. Increased workload has contributed to a decline in my morale.	36	23	1	13	3	76	80.8%	19.2%
21. I am paid fairly.	2	17	27	30		76	25.0%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	34	12	27	1	76	48.0%	52.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	27	16	29	1	76	40.0%	60.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	44	5	13	1	75	75.7%	24.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	46	6	17	4	77	68.5%	31.5%
26. In my position, I receive appropriate and adequate support and training.	10	38	5	24		77	62.3%	37.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	36	37	1	77	3.9%	96.1%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	3	36	32	1	75	8.1%	91.9%
29. During this current school year, I have experienced harassing behavior from parents.	2	7	27	40	1	77	11.8%	88.2%
30. At my school I spend most of my PIP time on non-instructional activities.	4	15	6	26	25	76	37.3%	62.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	39	5	8	22	76	75.9%	24.1%
32. In my school, I spend too much time in meetings.	16	26	2	25	7	76	60.9%	39.1%
33. In my school, there is adequate support for special education students.	3	6	46	22		77	11.7%	88.3%