

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	4	21	12		60	45.0%	55.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	20	3	29	8		60	38.3%	61.7%
3) I personally feel successful in my work.	39	9	9	2	1	60	81.4%	18.6%
4) I feel involved in decision-making at my school/worksite.	18	5	26	4	6	59	43.4%	56.6%
5) I want to be involved in decision-making at my school/worksite.	38	14	3	1	4	60	92.9%	7.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	11	15	5	2	60	65.5%	34.5%
7) In my school/worksite, I am treated as a professional.	35	14	9	1	1	60	83.1%	16.9%
8) There is good teamwork among staff in my school/worksite.	33	3	16	6		58	62.1%	37.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	5	10	5	9	59	70.0%	30.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	5	22	6		60	53.3%	46.7%
11) My work performance is evaluated fairly.	39	10	4	3	3	59	87.5%	12.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	9	10	10	6	60	63.0%	37.0%
13) I am provided adequate work and storage space to prepare for and do my job.	36	13	5	2	3	59	87.5%	12.5%
14) My administrators/supervisors respect the negotiated contracts.	35	13	8	2	2	60	82.8%	17.2%
15) My planning time is respected by my school administrations/supervisors.	28	9	8	2	13	60	78.7%	21.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	3	10	6	12	56	63.6%	36.4%
17) In my school, student misbehavior interferes with learning.	22	29	2	2	5	60	92.7%	7.3%

18) Too much instructional time is spent administering assessments.	13	2	20	4	20	59	38.5%	61.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	6	20	14		60	43.3%	56.7%
20) Increased workload has contributed to a decline in my morale.	21	18	13	4	3	59	69.6%	30.4%
21) I am paid fairly.	19	4	14	22	1	60	39.0%	61.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	5	10	6	5	59	70.4%	29.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	2	15	15	3	56	43.4%	56.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	17	6	2	1	59	86.2%	13.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	8	11	2	5	57	75.0%	25.0%
26) In my position, I receive appropriate and adequate support and training.	25	10	13	7	1	56	63.6%	36.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	5	26	23	1	59	15.5%	84.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	24	31	1	59	5.2%	94.8%
29) During this current school year, I have experienced harassing behavior from parents.	4	2	22	26	5	59	11.1%	88.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	2	13	5	30	60	40.0%	60.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	3	10	3	31	59	53.6%	46.4%
32) In my school/worksite, I spend too much time in meetings.	25	10	16	3	6	60	64.8%	35.2%
33) In my school, there is adequate support for special education students.	20	6	14	19	1	60	44.1%	55.9%