

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	53	6	18	2		79	74.7%	25.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	43	11	21	3		78	69.2%	30.8%
3) I personally feel successful in my work.	51	21	6	1		79	91.1%	8.9%
4) I feel involved in decision-making at my school/worksite.	36	5	31	5	2	79	53.2%	46.8%
5) I want to be involved in decision-making at my school/worksite.	48	14	13	1	3	79	81.6%	18.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	42	17	17	3		79	74.7%	25.3%
7) In my school/worksite, I am treated as a professional.	45	24	9	1		79	87.3%	12.7%
8) There is good teamwork among staff in my school/worksite.	42	16	16	5		79	73.4%	26.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	51	8	13	3	3	78	78.7%	21.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	9	28	22		79	36.7%	63.3%
11) My work performance is evaluated fairly.	53	20	5	1		79	92.4%	7.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	27	9	20	21	1	78	46.8%	53.2%
13) I am provided adequate work and storage space to prepare for and do my job.	48	19	11	1		79	84.8%	15.2%
14) My administrators/supervisors respect the negotiated contracts.	44	27	6	2		79	89.9%	10.1%
15) My planning time is respected by my school administrations/supervisors.	45	21	3	3	7	79	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	7	28	12	4	79	46.7%	53.3%
17) In my school, student misbehavior interferes with learning.	40	4	26	8	1	79	56.4%	43.6%

18) Too much instructional time is spent administering assessments.	29	12	27	5	6	79	56.2%	43.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	18		28	33		79	22.8%	77.2%
20) Increased workload has contributed to a decline in my morale.	21	27	25	6		79	60.8%	39.2%
21) I am paid fairly.	28	1	28	22		79	36.7%	63.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	6	16	5	6	79	71.2%	28.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	2	26	18	3	78	41.3%	58.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	49	14	11	5		79	79.7%	20.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	39	9	25	4	1	78	62.3%	37.7%
26) In my position, I receive appropriate and adequate support and training.	43	6	25	4	1	79	62.8%	37.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	2	31	36	1	79	14.1%	85.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	32	43	1	79	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	22	2	31	23	1	79	30.8%	69.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	8	31	5	15	79	43.8%	56.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	36	3	15	12	13	79	59.1%	40.9%
32) In my school/worksite, I spend too much time in meetings.	13	3	52	7	3	78	21.3%	78.7%
33) In my school, there is adequate support for special education students.	30	10	25	10	3	78	53.3%	46.7%