

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	3	24	5		63	54.0%	46.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	36	2	23	2		63	60.3%	39.7%
3) I personally feel successful in my work.	36	12	13	1		62	77.4%	22.6%
4) I feel involved in decision-making at my school/worksite.	30	4	20	4	3	61	58.6%	41.4%
5) I want to be involved in decision-making at my school/worksite.	38	9	9	2	4	62	81.0%	19.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	11	10	4	2	62	76.7%	23.3%
7) In my school/worksite, I am treated as a professional.	45	14	4			63	93.7%	6.3%
8) There is good teamwork among staff in my school/worksite.	33	12	15	2		62	72.6%	27.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	5	13	3	8	63	70.9%	29.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	44	4	14	1		63	76.2%	23.8%
11) My work performance is evaluated fairly.	43	11	6	2		62	87.1%	12.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	3	19	11	4	61	47.4%	52.6%
13) I am provided adequate work and storage space to prepare for and do my job.	34	16	6	6		62	80.6%	19.4%
14) My administrators/supervisors respect the negotiated contracts.	37	22	4			63	93.7%	6.3%
15) My planning time is respected by my school administrations/supervisors.	36	9	11		7	63	80.4%	19.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	29	1	18	11	4	63	50.8%	49.2%
17) In my school, student misbehavior interferes with learning.	21	39		2	1	63	96.8%	3.2%

18) Too much instructional time is spent administering assessments.	25	7	17	2	12	63	62.7%	37.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	1	29	7	1	62	41.0%	59.0%
20) Increased workload has contributed to a decline in my morale.	28	13	16	1	5	63	70.7%	29.3%
21) I am paid fairly.	25		22	16		63	39.7%	60.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	2	11	2	6	63	77.2%	22.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26		28	7	2	63	42.6%	57.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	17	6		1	62	90.2%	9.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	43	1	12	3	4	63	74.6%	25.4%
26) In my position, I receive appropriate and adequate support and training.	41	4	12	5	1	63	72.6%	27.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	10	1	21	30	1	63	17.7%	82.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		22	36	2	63	4.9%	95.1%
29) During this current school year, I have experienced harassing behavior from parents.	10	5	21	21	5	62	26.3%	73.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15		26	1	20	62	35.7%	64.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	1	7	2	20	61	78.0%	22.0%
32) In my school/worksite, I spend too much time in meetings.	20	2	32	3	6	63	38.6%	61.4%
33) In my school, there is adequate support for special education students.	19	2	21	16	5	63	36.2%	63.8%