

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	42	11	10	2		65	81.5%	18.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	25	5	1		65	90.8%	9.2%
3) I personally feel successful in my work.	39	17	7	2		65	86.2%	13.8%
4) I feel involved in decision-making at my school/worksite.	40	11	10	1	3	65	82.3%	17.7%
5) I want to be involved in decision-making at my school/worksite.	40	17	5	1	2	65	90.5%	9.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	25	6	1		64	89.1%	10.9%
7) In my school/worksite, I am treated as a professional.	26	35	2	1		64	95.3%	4.7%
8) There is good teamwork among staff in my school/worksite.	28	34	3			65	95.4%	4.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	18	7		7	65	87.9%	12.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	16	13	1		63	77.8%	22.2%
11) My work performance is evaluated fairly.	28	35	1		1	65	98.4%	1.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	27	18	13	6	1	65	70.3%	29.7%
13) I am provided adequate work and storage space to prepare for and do my job.	31	24	9		1	65	85.9%	14.1%
14) My administrators/supervisors respect the negotiated contracts.	24	39	2			65	96.9%	3.1%
15) My planning time is respected by my school administrations/supervisors.	27	29	3		5	64	94.9%	5.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	18	9		11	65	83.3%	16.7%
17) In my school, student misbehavior interferes with learning.	16	36	6		7	65	89.7%	10.3%

RUNNING BROOK ES

18) Too much instructional time is spent administering assessments.	15	8	19	2	21	65	52.3%	47.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	30	3	27	2	2	64	53.2%	46.8%
20) Increased workload has contributed to a decline in my morale.	23	15	19	5	3	65	61.3%	38.7%
21) I am paid fairly.	19	3	22	20		64	34.4%	65.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	6	6	2	3	63	86.7%	13.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	3	16	15		63	50.8%	49.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	19	4		2	65	93.7%	6.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	44	9	7	1	4	65	86.9%	13.1%
26) In my position, I receive appropriate and adequate support and training.	44	10	9	2		65	83.1%	16.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	14	46	1	65	6.3%	93.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			8	57		65	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	12	5	22	24	2	65	27.0%	73.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	2	20	6	25	64	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	3	1	1	30	64	94.1%	5.9%
32) In my school/worksite, I spend too much time in meetings.	17	6	36	3	3	65	37.1%	62.9%
33) In my school, there is adequate support for special education students.	10	4	17	31	3	65	22.6%	77.4%