

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	17	2			56	96.4%	3.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	21	4			56	92.9%	7.1%
3) I personally feel successful in my work.	25	26	1	1	1	54	96.2%	3.8%
4) I feel involved in decision-making at my school/worksite.	33	12	10		1	56	81.8%	18.2%
5) I want to be involved in decision-making at my school/worksite.	34	17	5			56	91.1%	8.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	24	7		1	56	87.3%	12.7%
7) In my school/worksite, I am treated as a professional.	20	34	1	1		56	96.4%	3.6%
8) There is good teamwork among staff in my school/worksite.	27	25	3	1		56	92.9%	7.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	17	3		3	56	94.3%	5.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	15	8	3	1	56	80.0%	20.0%
11) My work performance is evaluated fairly.	22	30	2			54	96.3%	3.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	11	16	4	1	56	63.6%	36.4%
13) I am provided adequate work and storage space to prepare for and do my job.	28	23	4		1	56	92.7%	7.3%
14) My administrators/supervisors respect the negotiated contracts.	21	33	1		1	56	98.2%	1.8%
15) My planning time is respected by my school administrations/supervisors.	19	25	2		9	55	95.7%	4.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	21	6		3	55	88.5%	11.5%
17) In my school, student misbehavior interferes with learning.	25	14	13	2	2	56	72.2%	27.8%

18) Too much instructional time is spent administering assessments.	20	9	13	2	12	56	65.9%	34.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	4	21	4	1	56	54.5%	45.5%
20) Increased workload has contributed to a decline in my morale.	27	7	15	4	3	56	64.2%	35.8%
21) I am paid fairly.	17	4	19	15		55	38.2%	61.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	8	11	1	3	56	77.4%	22.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	3	22	4	1	55	51.9%	48.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	20	6			55	89.1%	10.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	16	10		1	56	81.8%	18.2%
26) In my position, I receive appropriate and adequate support and training.	32	12	8	2	1	55	81.5%	18.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	22	28	1	55	7.4%	92.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			14	41	1	56	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	4	1	20	27	4	56	9.6%	90.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	3	18	10	16	56	30.0%	70.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	7	2		17	55	94.7%	5.3%
32) In my school/worksite, I spend too much time in meetings.	14	1	30	4	7	56	30.6%	69.4%
33) In my school, there is adequate support for special education students.	10	4	14	28		56	25.0%	75.0%