

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	22	5	14	5		46	58.7%	41.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	5	9	4		45	71.1%	28.9%
3) I personally feel successful in my work.	26	10	6	4		46	78.3%	21.7%
4) I feel involved in decision-making at my school/worksite.	23	6	11	5	1	46	64.4%	35.6%
5) I want to be involved in decision-making at my school/worksite.	31	6	5	3		45	82.2%	17.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	7	4	2	2	44	85.7%	14.3%
7) In my school/worksite, I am treated as a professional.	26	11	4	4		45	82.2%	17.8%
8) There is good teamwork among staff in my school/worksite.	29	6	6	4		45	77.8%	22.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	7	4	2	3	44	85.4%	14.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	7	13	2		45	66.7%	33.3%
11) My work performance is evaluated fairly.	27	11	4	2	1	45	86.4%	13.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	3	11	12	4	45	43.9%	56.1%
13) I am provided adequate work and storage space to prepare for and do my job.	25	11	5	4		45	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	28	12	2	2		44	90.9%	9.1%
15) My planning time is respected by my school administrations/supervisors.	22	7	5	2	8	44	80.6%	19.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	3	5	9	4	45	65.9%	34.1%
17) In my school, student misbehavior interferes with learning.	7	33	1	3	1	45	90.9%	9.1%

18) Too much instructional time is spent administering assessments.	17	3	11	2	11	44	60.6%	39.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	3	12	4	1	44	62.8%	37.2%
20) Increased workload has contributed to a decline in my morale.	22	8	11	1	3	45	71.4%	28.6%
21) I am paid fairly.	14	4	15	12		45	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	5	3	2	4	43	87.2%	12.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	1	10	5	3	42	61.5%	38.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	10	1	1	2	44	95.2%	4.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	7	4	2	3	45	85.7%	14.3%
26) In my position, I receive appropriate and adequate support and training.	23	9	8	4		44	72.7%	27.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	20	20		45	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		19	24		45	4.4%	95.6%
29) During this current school year, I have experienced harassing behavior from parents.	6	2	21	14	1	44	18.6%	81.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	3	12	2	10	45	60.0%	40.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	3	10	2	8	45	67.6%	32.4%
32) In my school/worksite, I spend too much time in meetings.	7	7	25	1	4	44	35.0%	65.0%
33) In my school, there is adequate support for special education students.	10	2	16	15	1	44	27.9%	72.1%