

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	10	3			32	90.6%	9.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	11	4			32	87.5%	12.5%
3) I personally feel successful in my work.	14	14	3	1		32	87.5%	12.5%
4) I feel involved in decision-making at my school/worksite.	20	6	4	1	1	32	83.9%	16.1%
5) I want to be involved in decision-making at my school/worksite.	20	7	4		1	32	87.1%	12.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	15	3	2	1	32	83.9%	16.1%
7) In my school/worksite, I am treated as a professional.	13	18	1			32	96.9%	3.1%
8) There is good teamwork among staff in my school/worksite.	17	13	1	1		32	93.8%	6.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	6	4	1	4	32	82.1%	17.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	12	3	3		32	81.3%	18.8%
11) My work performance is evaluated fairly.	15	17				32	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	7	5	6	2	32	63.3%	36.7%
13) I am provided adequate work and storage space to prepare for and do my job.	16	13	1	2		32	90.6%	9.4%
14) My administrators/supervisors respect the negotiated contracts.	11	20	1			32	96.9%	3.1%
15) My planning time is respected by my school administrations/supervisors.	12	12			8	32	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	15	10	5		2	32	83.3%	16.7%
17) In my school, student misbehavior interferes with learning.	18	9	5			32	84.4%	15.6%

18) Too much instructional time is spent administering assessments.	11	5	9	1	6	32	61.5%	38.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	4	12	2		32	56.3%	43.8%
20) Increased workload has contributed to a decline in my morale.	8	4	17		3	32	41.4%	58.6%
21) I am paid fairly.	14		7	11		32	43.8%	56.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	4	2		5	31	92.3%	7.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	2	11	4	3	31	46.4%	53.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	8	3		2	32	90.0%	10.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	18	9	1	1	3	32	93.1%	6.9%
26) In my position, I receive appropriate and adequate support and training.	15	9	7	1		32	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	6	22		32	12.5%	87.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		6	25		32	3.1%	96.9%
29) During this current school year, I have experienced harassing behavior from parents.	5	1	8	18		32	18.8%	81.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4		14	4	10	32	18.2%	81.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	1	3	1	12	31	78.9%	21.1%
32) In my school/worksite, I spend too much time in meetings.	10	2	18		2	32	40.0%	60.0%
33) In my school, there is adequate support for special education students.	2		15	14		31	6.5%	93.5%