

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	9	2			42	95.2%	4.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	11	4			42	90.5%	9.5%
3) I personally feel successful in my work.	21	14	5	2		42	83.3%	16.7%
4) I feel involved in decision-making at my school/worksite.	18	8	13	1	1	41	65.0%	35.0%
5) I want to be involved in decision-making at my school/worksite.	23	13	2	1	3	42	92.3%	7.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	11	3	2		41	87.8%	12.2%
7) In my school/worksite, I am treated as a professional.	20	19	2	1		42	92.9%	7.1%
8) There is good teamwork among staff in my school/worksite.	23	15	3			41	92.7%	7.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	11	6		4	42	84.2%	15.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	6	13	1		40	65.0%	35.0%
11) My work performance is evaluated fairly.	18	20	3	1		42	90.5%	9.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	11	5	17	8	1	42	39.0%	61.0%
13) I am provided adequate work and storage space to prepare for and do my job.	20	10	6	5	1	42	73.2%	26.8%
14) My administrators/supervisors respect the negotiated contracts.	17	22			3	42	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	18	13		3	8	42	91.2%	8.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	12	2	1	4	42	92.1%	7.9%
17) In my school, student misbehavior interferes with learning.	16	13	11	1	1	42	70.7%	29.3%

18) Too much instructional time is spent administering assessments.	15	10	8		9	42	75.8%	24.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	13	1	16	10		40	35.0%	65.0%
20) Increased workload has contributed to a decline in my morale.	16	14	7	2	2	41	76.9%	23.1%
21) I am paid fairly.	11	2	17	12		42	31.0%	69.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	1	7	3	1	41	75.0%	25.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17		15	9		41	41.5%	58.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	11	4	4		41	80.5%	19.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	6	6	2	4	41	78.4%	21.6%
26) In my position, I receive appropriate and adequate support and training.	16	10	11	4		41	63.4%	36.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		17	22		41	4.9%	95.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			9	32		41	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	2	20	14		41	17.1%	82.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	2	13	9	13	40	18.5%	81.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	4	3	2	12	39	81.5%	18.5%
32) In my school/worksite, I spend too much time in meetings.	11	8	18	1	3	41	50.0%	50.0%
33) In my school, there is adequate support for special education students.	7		15	19		41	17.1%	82.9%