

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	7	12	2		38	63.2%	36.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	13	6	14	5		38	50.0%	50.0%
3) I personally feel successful in my work.	27	9	1		1	38	97.3%	2.7%
4) I feel involved in decision-making at my school/worksite.	14	7	10	5	2	38	58.3%	41.7%
5) I want to be involved in decision-making at my school/worksite.	21	13	2		2	38	94.4%	5.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	5	13	6		38	50.0%	50.0%
7) In my school/worksite, I am treated as a professional.	19	10	6	1	1	37	80.6%	19.4%
8) There is good teamwork among staff in my school/worksite.	18	14	4	2		38	84.2%	15.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	4	6	1	2	37	80.0%	20.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	17	2			38	94.7%	5.3%
11) My work performance is evaluated fairly.	19	9	7	1	2	38	77.8%	22.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	3	8	2		38	73.7%	26.3%
13) I am provided adequate work and storage space to prepare for and do my job.	21	10	6	1		38	81.6%	18.4%
14) My administrators/supervisors respect the negotiated contracts.	21	13	3		1	38	91.9%	8.1%
15) My planning time is respected by my school administrations/supervisors.	21	7		1	7	36	96.6%	3.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	9	6	4	2	38	72.2%	27.8%
17) In my school, student misbehavior interferes with learning.	11	3	18	4	2	38	38.9%	61.1%

18) Too much instructional time is spent administering assessments.	18	5	7	1	7	38	74.2%	25.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	11		13	13	1	38	29.7%	70.3%
20) Increased workload has contributed to a decline in my morale.	23	5	7	1	2	38	77.8%	22.2%
21) I am paid fairly.	14	2	14	8		38	42.1%	57.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	4	6		2	38	83.3%	16.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	1	17	4	2	36	38.2%	61.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	9		1	2	37	97.1%	2.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	6	4	1	4	37	84.8%	15.2%
26) In my position, I receive appropriate and adequate support and training.	24	4	7	3		38	73.7%	26.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		16	18	1	37	5.6%	94.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	1	19	12	1	38	16.2%	83.8%
29) During this current school year, I have experienced harassing behavior from parents.	6		17	14	1	38	16.2%	83.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	16	5	9	37	25.0%	75.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	4	2		12	36	91.7%	8.3%
32) In my school/worksite, I spend too much time in meetings.	14	2	19	2	1	38	43.2%	56.8%
33) In my school, there is adequate support for special education students.	6	3	20	5	4	38	26.5%	73.5%