

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	5	9	9		24	25.0%	75.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	11	9	2		24	54.2%	45.8%
3. I personally feel successful in my work.	5	10	7	2		24	62.5%	37.5%
4. I feel involved in decision-making at my school/worksite.	4	10	5	4	1	24	60.9%	39.1%
5. I want to be involved in decision-making at my school/worksite.	8	15			1	24	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	4	14	4	2		24	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	6	14	4			24	83.3%	16.7%
8. There is good teamwork among staff in my school/worksite.	5	17	1	1		24	91.7%	8.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	15	3	1	1	24	82.6%	17.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	6	7	10		24	29.2%	70.8%
11. My work performance is evaluated fairly.	6	15	2	1		24	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	5	5		24	58.3%	41.7%
13. I am provided adequate work and storage space to prepare for and do my job.	3	13	4	3		23	69.6%	30.4%
14. My administrators/supervisors respect the negotiated contracts.	9	11	2	1		23	87.0%	13.0%
15. My planning time is respected by my school administrations/supervisors.	5	12	2	1	4	24	85.0%	15.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	8	7	4	1	24	52.2%	47.8%
17. In my school, student misbehavior interferes with learning.	19	2		2	1	24	91.3%	8.7%
18. Too much instructional time is spent administering assessments.	1	8	11	1	3	24	42.9%	57.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	6			23	73.9%	26.1%
20. Increased workload has contributed to a decline in my morale.	8	8	4	2	2	24	72.7%	27.3%
21. I am paid fairly.	1	8	11	4		24	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	13	5	1	1	24	73.9%	26.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	2	2	3	24	81.0%	19.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	15	2		1	24	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	11	3		2	24	86.4%	13.6%
26. In my position, I receive appropriate and adequate support and training.	6	12	5	1		24	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	2	20		24	8.3%	91.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		2	21		24	4.2%	95.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	2	4	15		23	17.4%	82.6%
30. At my school I spend most of my PIP time on non-instructional activities.		5	7	7	5	24	26.3%	73.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	11	4	1	5	24	73.7%	26.3%