

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	18	13	14		46	41.3%	58.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	16	18	11		46	37.0%	63.0%
3. I personally feel successful in my work.	11	27	3	4		45	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	2	18	13	11	2	46	45.5%	54.5%
5. I want to be involved in decision-making at my school/worksite.	11	29	4	1	1	46	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	6	18	12	9	1	46	53.3%	46.7%
7. In my school/worksite, I am treated as a professional.	6	30	4	6		46	78.3%	21.7%
8. There is good teamwork among staff in my school/worksite.	6	19	15	5	1	46	55.6%	44.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	25	13	6		46	58.7%	41.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	32	7	3		46	78.3%	21.7%
11. My work performance is evaluated fairly.	9	27	7	3		46	78.3%	21.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	13	20		46	28.3%	71.7%
13. I am provided adequate work and storage space to prepare for and do my job.	6	34	3	3		46	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	9	31	3	2		45	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.	5	23	9	5	4	46	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	22	7	11		46	60.9%	39.1%
17. In my school, student misbehavior interferes with learning.	14	24	6	2		46	82.6%	17.4%
18. Too much instructional time is spent administering assessments.	15	20	7	4		46	76.1%	23.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	13	7		46	56.5%	43.5%
20. Increased workload has contributed to a decline in my morale.	16	16	12	2		46	69.6%	30.4%
21. I am paid fairly.		18	12	16		46	39.1%	60.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	34	2			46	95.7%	4.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	34	6	2		46	82.6%	17.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	9	32	4	1		46	89.1%	10.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	29	11	1		45	73.3%	26.7%
26. In my position, I receive appropriate and adequate support and training.	2	29	12	2		45	68.9%	31.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	11	18	13		46	32.6%	67.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	4	21	17		46	17.4%	82.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	18	14	10		46	47.8%	52.2%
30. At my school I spend most of my PIP time on non-instructional activities.	4	9	19	6	8	46	34.2%	65.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	26	1	2	9	46	91.9%	8.1%