

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	17	21	2	1		41	92.7%	7.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	22	2	2		41	90.2%	9.8%
3. I personally feel successful in my work.	12	24	4	1		41	87.8%	12.2%
4. I feel involved in decision-making at my school/worksite.	13	22	4	2		41	85.4%	14.6%
5. I want to be involved in decision-making at my school/worksite.	17	22		1	1	41	97.5%	2.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	19	20		2		41	95.1%	4.9%
7. In my school/worksite, I am treated as a professional.	29	9	2	1		41	92.7%	7.3%
8. There is good teamwork among staff in my school/worksite.	20	17	3	1		41	90.2%	9.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	22	4	2	5	40	82.9%	17.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	20	4	1		41	87.8%	12.2%
11. My work performance is evaluated fairly.	18	16	5	2		41	82.9%	17.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	15	10	8	1	41	55.0%	45.0%
13. I am provided adequate work and storage space to prepare for and do my job.	16	22	3			41	92.7%	7.3%
14. My administrators/supervisors respect the negotiated contracts.	24	15		2		41	95.1%	4.9%
15. My planning time is respected by my school administrations/supervisors.	18	14	1	2	6	41	91.4%	8.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	24	1	3	3	41	89.5%	10.5%
17. In my school, student misbehavior interferes with learning.	7	17	10	4	2	40	63.2%	36.8%
18. Too much instructional time is spent administering assessments.	5	24	7	2	2	40	76.3%	23.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	15	3	1	41	55.0%	45.0%
20. Increased workload has contributed to a decline in my morale.	6	16	11	3	5	41	61.1%	38.9%
21. I am paid fairly.		18	14	9		41	43.9%	56.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	21	1			41	97.6%	2.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	30	2		3	40	94.6%	5.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	25	1	1	1	41	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	21	6	2	1	40	79.5%	20.5%
26. In my position, I receive appropriate and adequate support and training.	12	21	5	3		41	80.5%	19.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	16	19	3	40	5.4%	94.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3		11	24	3	41	7.9%	92.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	11	18	8	1	41	35.0%	65.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	15	4	13	39	26.9%	73.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	16	1	1	12	40	92.9%	7.1%