

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksites is good.	1	6	14	27		48	14.6%	85.4%
2. There is an atmosphere of open communication and trust in my school/worksites.	1	15	21	12		49	32.7%	67.3%
3. I personally feel successful in my work.	10	25	10	3		48	72.9%	27.1%
4. I feel involved in decision-making at my school/worksites.	2	11	17	18	1	49	27.1%	72.9%
5. I want to be involved in decision-making at my school/worksites.	15	27	5		1	48	89.4%	10.6%
6. In my school/worksites, I can speak openly about important issues without fear of repercussions	3	19	20	5	2	49	46.8%	53.2%
7. In my school/worksites, I am treated as a professional.	7	23	16	3		49	61.2%	38.8%
8. There is good teamwork among staff in my school/worksites.	6	27	12	4		49	67.3%	32.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	3	27	10	7	2	49	63.8%	36.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	23	13	5		49	63.3%	36.7%
11. My work performance is evaluated fairly.	11	21	13	2	1	48	68.1%	31.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	19	10	17		49	44.9%	55.1%
13. I am provided adequate work and storage space to prepare for and do my job.	11	30	3	5		49	83.7%	16.3%
14. My administrators/supervisors respect the negotiated contracts.	5	32	8	4		49	75.5%	24.5%
15. My planning time is respected by my school administrations/supervisors.	5	16	10	11	7	49	50.0%	50.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	9	12	26	1	49	20.8%	79.2%
17. In my school, student misbehavior interferes with learning.	39	7		3		49	93.9%	6.1%
18. Too much instructional time is spent administering assessments.	7	23	15	3	1	49	62.5%	37.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	17	21	8	1	49	39.6%	60.4%
20. Increased workload has contributed to a decline in my morale.	9	23	11	3	2	48	69.6%	30.4%
21. I am paid fairly.	3	19	19	8		49	44.9%	55.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	29	10	2	1	49	75.0%	25.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	35	7	3	2	48	78.3%	21.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	27	3	2	1	49	89.6%	10.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	29	8	4	2	49	74.5%	25.5%
26. In my position, I receive appropriate and adequate support and training.	5	25	16	3		49	61.2%	38.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	22	19	2	48	10.9%	89.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	24	20	2	48	4.3%	95.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	12	20	12		48	33.3%	66.7%
30. At my school I spend most of my PIP time on non-instructional activities.	7	20	8	3	11	49	71.1%	28.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	19	7	9	12	49	56.8%	43.2%