

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	14	51	4			69	94.2%	5.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	47	4	2		69	91.3%	8.7%
3. I personally feel successful in my work.	20	42	5	1		68	91.2%	8.8%
4. I feel involved in decision-making at my school/worksite.	14	35	14	2	4	69	75.4%	24.6%
5. I want to be involved in decision-making at my school/worksite.	15	38	11	2	3	69	80.3%	19.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	37	9	1	1	69	85.3%	14.7%
7. In my school/worksite, I am treated as a professional.	27	37	4	1		69	92.8%	7.2%
8. There is good teamwork among staff in my school/worksite.	28	34	4	1	1	68	92.5%	7.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	43	3	1	5	66	93.4%	6.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	43	7	7		69	79.7%	20.3%
11. My work performance is evaluated fairly.	22	40	3	3	1	69	91.2%	8.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	26	23	6	5	68	54.0%	46.0%
13. I am provided adequate work and storage space to prepare for and do my job.	19	43	5	1	1	69	91.2%	8.8%
14. My administrators/supervisors respect the negotiated contracts.	31	36	1			68	98.5%	1.5%
15. My planning time is respected by my school administrations/supervisors.	16	34	2		16	68	96.2%	3.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	31	12	5	7	66	71.2%	28.8%
17. In my school, student misbehavior interferes with learning.	24	32	8	1	4	69	86.2%	13.8%
18. Too much instructional time is spent administering assessments.	23	26	7	1	12	69	86.0%	14.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	28	21	13	2	68	48.5%	51.5%
20. Increased workload has contributed to a decline in my morale.	5	31	25	5	3	69	54.5%	45.5%
21. I am paid fairly.	6	29	23	9		67	52.2%	47.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	39	6	1	1	69	89.7%	10.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	52	5	1		69	91.3%	8.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	32	34	1	1	1	69	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	41	10	2	1	68	82.1%	17.9%
26. In my position, I receive appropriate and adequate support and training.	13	42	11	2		68	80.9%	19.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	6	21	39	2	69	10.4%	89.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	22	38	4	68	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	13	24	24	4	68	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	8	15	22	1	23	69	50.0%	50.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	26	16	4	20	68	58.3%	41.7%