

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	8	11	5	1	26	36.0%	64.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	15	7			26	73.1%	26.9%
3. I personally feel successful in my work.	4	15	7			26	73.1%	26.9%
4. I feel involved in decision-making at my school/worksite.	4	11	11			26	57.7%	42.3%
5. I want to be involved in decision-making at my school/worksite.	8	16	2			26	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	14	7			26	73.1%	26.9%
7. In my school/worksite, I am treated as a professional.	8	14	3		1	26	88.0%	12.0%
8. There is good teamwork among staff in my school/worksite.	6	15	4	1		26	80.8%	19.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	11	5	2	3	26	69.6%	30.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	16	6	2		26	69.2%	30.8%
11. My work performance is evaluated fairly.	6	18		1	1	26	96.0%	4.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	6	6	7	2	26	45.8%	54.2%
13. I am provided adequate work and storage space to prepare for and do my job.	2	12	6	4	1	25	58.3%	41.7%
14. My administrators/supervisors respect the negotiated contracts.	8	18				26	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	9	10	4		3	26	82.6%	17.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	15	4	5		26	65.4%	34.6%
17. In my school, student misbehavior interferes with learning.	14	9	1	2		26	88.5%	11.5%
18. Too much instructional time is spent administering assessments.	9	6	9	1	1	26	60.0%	40.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	10	2		26	53.8%	46.2%
20. Increased workload has contributed to a decline in my morale.	8	10	5	1	2	26	75.0%	25.0%
21. I am paid fairly.	2	7	11	6		26	34.6%	65.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	16	1	1	2	26	91.7%	8.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	17	4		2	26	83.3%	16.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	6	17	1	1	1	26	92.0%	8.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	14	5		2	26	79.2%	20.8%
26. In my position, I receive appropriate and adequate support and training.	1	16	6	2	1	26	68.0%	32.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	10	14	1	26	4.0%	96.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	15	1	26	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	11	10		26	19.2%	80.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	7	5	6	25	36.8%	63.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	13	2		5	26	90.5%	9.5%