

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	44	18	9		74	63.5%	36.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	39	23	6		74	60.8%	39.2%
3. I personally feel successful in my work.	13	51	9	1		74	86.5%	13.5%
4. I feel involved in decision-making at my school/worksite.	4	31	23	12	2	72	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	16	50	6	1	1	74	90.4%	9.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	36	17	10	3	74	62.0%	38.0%
7. In my school/worksite, I am treated as a professional.	20	43	8	3		74	85.1%	14.9%
8. There is good teamwork among staff in my school/worksite.	14	41	12	7		74	74.3%	25.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	40	14	1	7	74	77.6%	22.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	25	44	4	1		74	93.2%	6.8%
11. My work performance is evaluated fairly.	18	46	6	3	1	74	87.7%	12.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	27	21	16	1	74	49.3%	50.7%
13. I am provided adequate work and storage space to prepare for and do my job.	18	52	2	2		74	94.6%	5.4%
14. My administrators/supervisors respect the negotiated contracts.	22	48	3		1	74	95.9%	4.1%
15. My planning time is respected by my school administrations/supervisors.	12	42	8	2	9	73	84.4%	15.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	40	14	1	6	74	77.9%	22.1%
17. In my school, student misbehavior interferes with learning.	14	34	16	5	4	73	69.6%	30.4%
18. Too much instructional time is spent administering assessments.	35	26	9		4	74	87.1%	12.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	25	27	16	3	74	39.4%	60.6%
20. Increased workload has contributed to a decline in my morale.	21	27	18	6	2	74	66.7%	33.3%
21. I am paid fairly.	5	27	29	13		74	43.2%	56.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	47	9	1	1	74	86.3%	13.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	51	9	1	2	72	85.7%	14.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	19	47	5	1	2	74	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	40	16	8	1	74	67.1%	32.9%
26. In my position, I receive appropriate and adequate support and training.	10	38	22	3	1	74	65.8%	34.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	4	26	37	2	74	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	28	37	2	74	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	11	15	25	22	1	74	35.6%	64.4%
30. At my school I spend most of my PIP time on non-instructional activities.	7	19	25	9	14	74	43.3%	56.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	30	14	12	13	73	56.7%	43.3%