

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		4	12	6		22	18.2%	81.8%
2. There is an atmosphere of open communication and trust in my school/worksite.		4	13	5		22	18.2%	81.8%
3. I personally feel successful in my work.	7	15				22	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.		13	5	2	1	21	65.0%	35.0%
5. I want to be involved in decision-making at my school/worksite.	4	13	4	1		22	77.3%	22.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		8	10	3	1	22	38.1%	61.9%
7. In my school/worksite, I am treated as a professional.	1	19	1			21	95.2%	4.8%
8. There is good teamwork among staff in my school/worksite.	3	11	7	1		22	63.6%	36.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.		11	7	1	3	22	57.9%	42.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	9	7	3	1	21	50.0%	50.0%
11. My work performance is evaluated fairly.	4	16	1	1		22	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	6	6		22	45.5%	54.5%
13. I am provided adequate work and storage space to prepare for and do my job.	3	15	3	1		22	81.8%	18.2%
14. My administrators/supervisors respect the negotiated contracts.	2	16	4			22	81.8%	18.2%
15. My planning time is respected by my school administrations/supervisors.	2	14	4	1	1	22	76.2%	23.8%
16. In my school, administrators/supervisors support me in enforcing discipline.		9	9	4		22	40.9%	59.1%
17. In my school, student misbehavior interferes with learning.	8	9	2	2	1	22	81.0%	19.0%
18. Too much instructional time is spent administering assessments.	5	8	6		3	22	68.4%	31.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	7	9	5		22	36.4%	63.6%
20. Increased workload has contributed to a decline in my morale.	6	9	6		1	22	71.4%	28.6%
21. I am paid fairly.	1	10	8	3		22	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	13	5			22	77.3%	22.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	17	3			22	86.4%	13.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	5	16	1			22	95.5%	4.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	15	4		1	22	81.0%	19.0%
26. In my position, I receive appropriate and adequate support and training.	2	17	2	1		22	86.4%	13.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	12	7	1	22	9.5%	90.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	11	9	1	22	4.8%	95.2%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	12	4	1	22	23.8%	76.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	2	13		6	22	18.8%	81.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		9	5		8	22	64.3%	35.7%