

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	15	1			32	96.9%	3.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	14	17	1			32	96.9%	3.1%
3. I personally feel successful in my work.	11	15	4	2		32	81.3%	18.8%
4. I feel involved in decision-making at my school/worksite.	15	13	3		1	32	90.3%	9.7%
5. I want to be involved in decision-making at my school/worksite.	15	14	1		2	32	96.7%	3.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	13				30	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	19	10	3			32	90.6%	9.4%
8. There is good teamwork among staff in my school/worksite.	13	19				32	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	9	3	1	2	32	86.7%	13.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	16		3		32	90.6%	9.4%
11. My work performance is evaluated fairly.	17	12	3			32	90.6%	9.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	11	7	7	1	31	53.3%	46.7%
13. I am provided adequate work and storage space to prepare for and do my job.	14	9	3	4		30	76.7%	23.3%
14. My administrators/supervisors respect the negotiated contracts.	24	7				31	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	16	13	1	1	1	32	93.5%	6.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	14			1	32	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	2	10	11	7	1	31	40.0%	60.0%
18. Too much instructional time is spent administering assessments.	6	11	8	3	4	32	60.7%	39.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	9	12	7		31	38.7%	61.3%
20. Increased workload has contributed to a decline in my morale.	6	17	5	3	1	32	74.2%	25.8%
21. I am paid fairly.	1	15	9	7		32	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	15	1			32	96.9%	3.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	25		1		32	96.9%	3.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	17	13	1			31	96.8%	3.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	16	6	1		32	78.1%	21.9%
26. In my position, I receive appropriate and adequate support and training.	8	20	1	2	1	32	90.3%	9.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	11	18	2	32	3.3%	96.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			7	23	2	32	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	8	13	2	32	30.0%	70.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	5	11	7	7	31	25.0%	75.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	18	4	2	5	31	76.9%	23.1%