

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	17	38	38		95	20.0%	80.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	25	22	44	1	94	29.0%	71.0%
3. I personally feel successful in my work.	8	59	3	24	1	95	71.3%	28.7%
4. I feel involved in decision-making at my school/worksite.	2	23	22	43	4	94	27.8%	72.2%
5. I want to be involved in decision-making at my school/worksite.	15	63	1	9	6	94	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	34	16	35	1	95	45.7%	54.3%
7. In my school/worksite, I am treated as a professional.	14	58	4	19		95	75.8%	24.2%
8. There is good teamwork among staff in my school/worksite.	14	54	5	22		95	71.6%	28.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	38	8	28	17	95	53.8%	46.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	42	17	22		94	58.5%	41.5%
11. My work performance is evaluated fairly.	18	59	1	14	2	94	83.7%	16.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	24	17	40	4	95	37.4%	62.6%
13. I am provided adequate work and storage space to prepare for and do my job.	15	62	5	11	2	95	82.8%	17.2%
14. My administrators/supervisors respect the negotiated contracts.	17	60	3	12		92	83.7%	16.3%
15. My planning time is respected by my school administrations/supervisors.	9	48	1	14	23	95	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	37	11	16	25	96	62.0%	38.0%
17. In my school, student misbehavior interferes with learning.	19	48	1	12	16	96	83.8%	16.3%
18. Too much instructional time is spent administering assessments.	25	28	2	13	26	94	77.9%	22.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	32	21	38	3	95	35.9%	64.1%
20. Increased workload has contributed to a decline in my morale.	48	31	3	11	2	95	84.9%	15.1%
21. I am paid fairly.	2	26	32	35		95	29.5%	70.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	31	25	32	1	93	38.0%	62.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		19	28	45	1	93	20.7%	79.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	59	7	4	1	94	88.2%	11.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	51	9	18	10	94	67.9%	32.1%
26. In my position, I receive appropriate and adequate support and training.	9	43	9	34		95	54.7%	45.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	5	43	42	2	95	8.6%	91.4%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	3	37	50	3	95	5.4%	94.6%
29. During this current school year, I have experienced harassing behavior from parents.	4	10	29	47	5	95	15.6%	84.4%
30. At my school I spend most of my PIP time on non-instructional activities.	5	23	3	31	32	94	45.2%	54.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		41	4	13	35	93	70.7%	29.3%
32. In my school, I spend too much time in meetings.	4	22	5	50	13	94	32.1%	67.9%
33. In my school, there is adequate support for special education students.	2	5	61	23	4	95	7.7%	92.3%