

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	23		9		37	75.7%	24.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	28		2		37	94.6%	5.4%
3. I personally feel successful in my work.	11	22		4		37	89.2%	10.8%
4. I feel involved in decision-making at my school/worksite.	4	23	1	8	1	37	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	10	23		1	3	37	97.1%	2.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	21		4		37	89.2%	10.8%
7. In my school/worksite, I am treated as a professional.	17	20				37	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	16	17		4		37	89.2%	10.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	25	1	7	2	37	77.1%	22.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	22		10		37	73.0%	27.0%
11. My work performance is evaluated fairly.	9	27			1	37	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	6	8	2	37	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	6	24	1	6		37	81.1%	18.9%
14. My administrators/supervisors respect the negotiated contracts.	16	21				37	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	9	20		3	5	37	90.6%	9.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	20		1	4	36	96.9%	3.1%
17. In my school, student misbehavior interferes with learning.	1	24		10	2	37	71.4%	28.6%
18. Too much instructional time is spent administering assessments.	2	15		11	9	37	60.7%	39.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	1	17	1	36	48.6%	51.4%
20. Increased workload has contributed to a decline in my morale.	9	14	2	10	2	37	65.7%	34.3%
21. I am paid fairly.	2	8	14	12	1	37	27.8%	72.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	10	11	1	36	40.0%	60.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	16	10	1	36	25.7%	74.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	25		3	1	37	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	25	1	5	3	37	82.4%	17.6%
26. In my position, I receive appropriate and adequate support and training.	6	27		4		37	89.2%	10.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	23	12		37	5.4%	94.6%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			29	8		37	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.			18	18		36	0.0%	100.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2	9		12	13	36	47.8%	52.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	18	2	2	11	37	84.6%	15.4%
32. In my school, I spend too much time in meetings.	7	15		14	1	37	61.1%	38.9%
33. In my school, there is adequate support for special education students.	1	14	6	13	3	37	44.1%	55.9%