

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		22	4	17		43	51.2%	48.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	22	1	18		43	55.8%	44.2%
3. I personally feel successful in my work.	7	25	1	10		43	74.4%	25.6%
4. I feel involved in decision-making at my school/worksite.	1	14	6	20	2	43	36.6%	63.4%
5. I want to be involved in decision-making at my school/worksite.	8	26		7	2	43	82.9%	17.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	20	2	18		43	53.5%	46.5%
7. In my school/worksite, I am treated as a professional.	5	29		9		43	79.1%	20.9%
8. There is good teamwork among staff in my school/worksite.	10	25	1	7		43	81.4%	18.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	20	4	13	2	43	58.5%	41.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	20	5	14		43	55.8%	44.2%
11. My work performance is evaluated fairly.	8	27		5	3	43	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	15	11	1	43	38.1%	61.9%
13. I am provided adequate work and storage space to prepare for and do my job.	8	27	1	7		43	81.4%	18.6%
14. My administrators/supervisors respect the negotiated contracts.	11	29		2		42	95.2%	4.8%
15. My planning time is respected by my school administrations/supervisors.	9	19	1	7	5	41	77.8%	22.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	26		8	3	41	78.9%	21.1%
17. In my school, student misbehavior interferes with learning.		9	13	19	1	42	22.0%	78.0%
18. Too much instructional time is spent administering assessments.	8	24	1	8	2	43	78.0%	22.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	6	12	22	2	43	17.1%	82.9%
20. Increased workload has contributed to a decline in my morale.	22	14	2	4	1	43	85.7%	14.3%
21. I am paid fairly.		8	14	20		42	19.0%	81.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		7	13	20	2	42	17.5%	82.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	3	19	15	2	40	10.5%	89.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	26		5	2	41	87.2%	12.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	19	4	12	3	41	57.9%	42.1%
26. In my position, I receive appropriate and adequate support and training.	3	22	4	13		42	59.5%	40.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	22	17	1	42	4.9%	95.1%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	4	16	20	1	42	12.2%	87.8%
29. During this current school year, I have experienced harassing behavior from parents.	2	8	13	19	1	43	23.8%	76.2%
30. At my school I spend most of my PIP time on non-instructional activities.	3	6	1	21	9	40	29.0%	71.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	20	2	5	10	40	76.7%	23.3%
32. In my school, I spend too much time in meetings.	7	11	1	21	3	43	45.0%	55.0%
33. In my school, there is adequate support for special education students.	6	16	4	15	1	42	53.7%	46.3%