

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	23	7	19		52	50.0%	50.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	29	3	16		51	62.7%	37.3%
3. I personally feel successful in my work.	11	32	1	9		53	81.1%	18.9%
4. I feel involved in decision-making at my school/worksite.	7	22	8	15	1	53	55.8%	44.2%
5. I want to be involved in decision-making at my school/worksite.	9	40		2	3	54	96.1%	3.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	34	4	8	2	54	76.9%	23.1%
7. In my school/worksite, I am treated as a professional.	11	36		6	1	54	88.7%	11.3%
8. There is good teamwork among staff in my school/worksite.	8	30	3	9		50	76.0%	24.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	23	3	8	13	52	71.8%	28.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	29	7	13	1	54	62.3%	37.7%
11. My work performance is evaluated fairly.	8	35	1	7	2	53	84.3%	15.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	26	6	10	7	54	66.0%	34.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	40		3	1	53	94.2%	5.8%
14. My administrators/supervisors respect the negotiated contracts.	16	34	1	1	1	53	96.2%	3.8%
15. My planning time is respected by my school administrations/supervisors.	8	25	1	4	13	51	86.8%	13.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	27		7	12	53	82.9%	17.1%
17. In my school, student misbehavior interferes with learning.	12	25		8	7	52	82.2%	17.8%
18. Too much instructional time is spent administering assessments.	1	12	2	15	21	51	43.3%	56.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		23	9	16	3	51	47.9%	52.1%
20. Increased workload has contributed to a decline in my morale.	14	20	2	14	4	54	68.0%	32.0%
21. I am paid fairly.	1	21	12	16	2	52	44.0%	56.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	22	10	12	2	51	55.1%	44.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	16	12	18	2	51	38.8%	61.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	31	2	6	2	52	84.0%	16.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	35	2	8	1	53	80.8%	19.2%
26. In my position, I receive appropriate and adequate support and training.	6	38	1	8	1	54	83.0%	17.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	8	16	25	2	54	21.2%	78.8%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	30	20	1	54	5.7%	94.3%
29. During this current school year, I have experienced harassing behavior from parents.		7	21	22	3	53	14.0%	86.0%
30. At my school I spend most of my PIP time on non-instructional activities.		7	2	18	25	52	25.9%	74.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	15	3	8	27	54	59.3%	40.7%
32. In my school, I spend too much time in meetings.	2	11	3	29	8	53	28.9%	71.1%
33. In my school, there is adequate support for special education students.	11	21	6	12	3	53	64.0%	36.0%