

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	10	12	6	11		39	56.4%	43.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	15	1	6		39	82.1%	17.9%
3. I personally feel successful in my work.	11	17	2	9		39	71.8%	28.2%
4. I feel involved in decision-making at my school/worksite.	8	16	4	9	2	39	64.9%	35.1%
5. I want to be involved in decision-making at my school/worksite.	11	22		4	2	39	89.2%	10.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	20	1	4		39	87.2%	12.8%
7. In my school/worksite, I am treated as a professional.	19	18		2		39	94.9%	5.1%
8. There is good teamwork among staff in my school/worksite.	16	19	1	2		38	92.1%	7.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	20	2	7		38	76.3%	23.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	18	1	8		39	76.9%	23.1%
11. My work performance is evaluated fairly.	20	15	1	3		39	89.7%	10.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	14	7	12	1	39	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	16	18		4	1	39	89.5%	10.5%
14. My administrators/supervisors respect the negotiated contracts.	24	12		3		39	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	16	13		2	8	39	93.5%	6.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	20	15		1	3	39	97.2%	2.8%
17. In my school, student misbehavior interferes with learning.		5	9	23	2	39	13.5%	86.5%
18. Too much instructional time is spent administering assessments.	10	12		12	5	39	64.7%	35.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	6	17		39	41.0%	59.0%
20. Increased workload has contributed to a decline in my morale.	17	12		7	3	39	80.6%	19.4%
21. I am paid fairly.	1	11	13	14		39	30.8%	69.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	15	13	8		39	46.2%	53.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	10	17	10		39	30.8%	69.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	21	2	4	2	39	83.8%	16.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	21	2	6	7	39	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	8	23	1	6		38	81.6%	18.4%
27. During this current school year, I have experienced harassing behavior from colleagues.			25	13	1	39	0.0%	100.0%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			25	13	1	39	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	4	18	14	1	39	15.8%	84.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	7	3	15	13	39	30.8%	69.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	20		3	13	39	88.5%	11.5%
32. In my school, I spend too much time in meetings.	3	6	1	25	4	39	25.7%	74.3%
33. In my school, there is adequate support for special education students.	1	17	4	13	4	39	51.4%	48.6%