

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	10	25	2	6		43	81.4%	18.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	21		5		43	88.4%	11.6%
3. I personally feel successful in my work.	12	19	1	9	1	42	75.6%	24.4%
4. I feel involved in decision-making at my school/worksite.	5	28	1	8	1	43	78.6%	21.4%
5. I want to be involved in decision-making at my school/worksite.	10	26	1	4	2	43	87.8%	12.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	24		2	1	43	95.2%	4.8%
7. In my school/worksite, I am treated as a professional.	24	18		1		43	97.7%	2.3%
8. There is good teamwork among staff in my school/worksite.	19	17		6		42	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	21	1	5	4	41	83.8%	16.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	24	1	4		43	88.4%	11.6%
11. My work performance is evaluated fairly.	26	16			1	43	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	15	9	12	2	43	48.8%	51.2%
13. I am provided adequate work and storage space to prepare for and do my job.	15	19	1	7	1	43	81.0%	19.0%
14. My administrators/supervisors respect the negotiated contracts.	26	15			1	42	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	19	14		2	8	43	94.3%	5.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	19		3	4	43	92.3%	7.7%
17. In my school, student misbehavior interferes with learning.	1	8	3	28	2	42	22.5%	77.5%
18. Too much instructional time is spent administering assessments.	10	16	1	11	4	42	68.4%	31.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	7	18	3	43	37.5%	62.5%
20. Increased workload has contributed to a decline in my morale.	16	17		8	2	43	80.5%	19.5%
21. I am paid fairly.	2	19	8	13		42	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	19	9	12	1	43	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	14	16		39	23.1%	76.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	18		1	1	43	97.6%	2.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	25	2	4	3	42	84.6%	15.4%
26. In my position, I receive appropriate and adequate support and training.	5	24		12	1	42	70.7%	29.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	25	13	1	43	9.5%	90.5%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			35	7	1	43	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.		9	16	15	2	42	22.5%	77.5%
30. At my school I spend most of my PIP time on non-instructional activities.		7	7	16	13	43	23.3%	76.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	21		3	13	43	90.0%	10.0%
32. In my school, I spend too much time in meetings.	1	4	4	30	3	42	12.8%	87.2%
33. In my school, there is adequate support for special education students.		7	14	20	2	43	17.1%	82.9%