

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	8	11		4		23	82.6%	17.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	11		3		23	87.0%	13.0%
3. I personally feel successful in my work.	9	11		3		23	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	6	10		6	1	23	72.7%	27.3%
5. I want to be involved in decision-making at my school/worksite.	4	15			4	23	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	13	1	1		23	91.3%	8.7%
7. In my school/worksite, I am treated as a professional.	12	11				23	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	11	12				23	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	10		1	5	23	94.4%	5.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	10	1	6		22	68.2%	31.8%
11. My work performance is evaluated fairly.	10	11			2	23	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	8	3	4		22	68.2%	31.8%
13. I am provided adequate work and storage space to prepare for and do my job.	4	14		4		22	81.8%	18.2%
14. My administrators/supervisors respect the negotiated contracts.	11	12				23	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	9		1	1	23	95.5%	4.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	8		2	6	23	88.2%	11.8%
17. In my school, student misbehavior interferes with learning.		3	6	8	6	23	17.6%	82.4%
18. Too much instructional time is spent administering assessments.	3	7	4	5	4	23	52.6%	47.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	1	7	2	23	61.9%	38.1%
20. Increased workload has contributed to a decline in my morale.	7	6	2	5	2	22	65.0%	35.0%
21. I am paid fairly.		8	4	11		23	34.8%	65.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		14	4	5		23	60.9%	39.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	8	4		23	47.8%	52.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	14	2			22	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	12	3	3	4	23	68.4%	31.6%
26. In my position, I receive appropriate and adequate support and training.	4	10	1	8		23	60.9%	39.1%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	19	3		23	4.3%	95.7%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			19	4		23	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	2	15	4		23	17.4%	82.6%
30. At my school I spend most of my PIP time on non-instructional activities.	2	2	4	9	6	23	23.5%	76.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	9		3	5	22	82.4%	17.6%
32. In my school, I spend too much time in meetings.	1	1	7	13	1	23	9.1%	90.9%
33. In my school, there is adequate support for special education students.	2	7	4	8	2	23	42.9%	57.1%