

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	13	16	26	2	58	25.0%	75.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	19	11	25	2	58	35.7%	64.3%
3. I personally feel successful in my work.	9	23	4	22		58	55.2%	44.8%
4. I feel involved in decision-making at my school/worksite.	5	17	10	20	6	58	42.3%	57.7%
5. I want to be involved in decision-making at my school/worksite.	13	29		9	7	58	82.4%	17.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	22	10	21	2	58	44.6%	55.4%
7. In my school/worksite, I am treated as a professional.	11	27	5	15		58	65.5%	34.5%
8. There is good teamwork among staff in my school/worksite.	9	34	1	14		58	74.1%	25.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	36	3	12	3	58	72.7%	27.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	26	6	19		57	56.1%	43.9%
11. My work performance is evaluated fairly.	12	31	1	13	1	58	75.4%	24.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	10	32	14		57	19.3%	80.7%
13. I am provided adequate work and storage space to prepare for and do my job.	16	35	2	5		58	87.9%	12.1%
14. My administrators/supervisors respect the negotiated contracts.	15	34		8	1	58	86.0%	14.0%
15. My planning time is respected by my school administrations/supervisors.	5	21	7	18	7	58	51.0%	49.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	26	2	17	10	58	60.4%	39.6%
17. In my school, student misbehavior interferes with learning.	6	27	1	17	6	57	64.7%	35.3%
18. Too much instructional time is spent administering assessments.	9	21		18	10	58	62.5%	37.5%
19. HCPSS professional development experiences are meaningful and worthwhile.		15	17	25	1	58	26.3%	73.7%
20. Increased workload has contributed to a decline in my morale.	39	7	2	9	1	58	80.7%	19.3%
21. I am paid fairly.		16	22	19	1	58	28.1%	71.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	17	16	1	58	42.1%	57.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	12	21	23		58	24.1%	75.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	30	2	11	3	58	76.4%	23.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	26	9	13	6	57	56.9%	43.1%
26. In my position, I receive appropriate and adequate support and training.	6	31	3	18		58	63.8%	36.2%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	30	24	1	58	5.3%	94.7%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	25	28	3	58	3.6%	96.4%
29. During this current school year, I have experienced harassing behavior from parents.	3	11	15	25	4	58	25.9%	74.1%
30. At my school I spend most of my PIP time on non-instructional activities.	11	13	2	15	17	58	58.5%	41.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	21	5	12	16	58	59.5%	40.5%
32. In my school, I spend too much time in meetings.	8	15	2	26	7	58	45.1%	54.9%
33. In my school, there is adequate support for special education students.	2	12	11	28	4	57	26.4%	73.6%