

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	16	13	24		56	33.9%	66.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	30	7	15	1	56	60.0%	40.0%
3. I personally feel successful in my work.	11	31	1	12	1	56	76.4%	23.6%
4. I feel involved in decision-making at my school/worksite.	3	20	12	21		56	41.1%	58.9%
5. I want to be involved in decision-making at my school/worksite.	10	39		6		55	89.1%	10.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	29	5	16	1	56	61.8%	38.2%
7. In my school/worksite, I am treated as a professional.	13	26	2	14		55	70.9%	29.1%
8. There is good teamwork among staff in my school/worksite.	18	30	3	5		56	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	28	5	17		56	60.7%	39.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	26	6	12		56	67.9%	32.1%
11. My work performance is evaluated fairly.	17	28	2	7	1	55	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	15	21	17	2	56	29.6%	70.4%
13. I am provided adequate work and storage space to prepare for and do my job.	15	27	2	12		56	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	13	37	1	5		56	89.3%	10.7%
15. My planning time is respected by my school administrations/supervisors.	4	32	4	11	5	56	70.6%	29.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	26	4	19	6	56	54.0%	46.0%
17. In my school, student misbehavior interferes with learning.	8	25	1	21	1	56	60.0%	40.0%
18. Too much instructional time is spent administering assessments.	7	21	1	20	7	56	57.1%	42.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	9	20	5	56	43.1%	56.9%
20. Increased workload has contributed to a decline in my morale.	34	15		6		55	89.1%	10.9%
21. I am paid fairly.		21	17	18		56	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	12	21	2	54	36.5%	63.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	19	24	2	55	18.9%	81.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	30	2	6	1	55	85.2%	14.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	33	8	8	3	56	69.8%	30.2%
26. In my position, I receive appropriate and adequate support and training.	8	27	5	15	1	56	63.6%	36.4%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	7	29	18	1	56	14.5%	85.5%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	32	20		55	5.5%	94.5%
29. During this current school year, I have experienced harassing behavior from parents.	5	14	14	22		55	34.5%	65.5%
30. At my school I spend most of my PIP time on non-instructional activities.	2	19	3	21	11	56	46.7%	53.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	34	1	4	14	56	88.1%	11.9%
32. In my school, I spend too much time in meetings.	3	11	3	31	8	56	29.2%	70.8%
33. In my school, there is adequate support for special education students.	4	13	12	27		56	30.4%	69.6%