

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	27	1	13		43	67.4%	32.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	33		3		43	93.0%	7.0%
3. I personally feel successful in my work.	6	30		6		42	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	8	24	2	9		43	74.4%	25.6%
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.	9	29		5		43	88.4%	11.6%
7. In my school/worksite, I am treated as a professional.	15	25		2		42	95.2%	4.8%
8. There is good teamwork among staff in my school/worksite.	8	29	1	5		43	86.0%	14.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	23		7	4	43	82.1%	17.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	26		2		42	95.2%	4.8%
11. My work performance is evaluated fairly.	14	25		2		41	95.1%	4.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	14	5	16	2	42	47.5%	52.5%
13. I am provided adequate work and storage space to prepare for and do my job.	12	26	1	3		42	90.5%	9.5%
14. My administrators/supervisors respect the negotiated contracts.	20	22				42	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	18	13		2	9	42	93.9%	6.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	27		1	4	41	97.3%	2.7%
17. In my school, student misbehavior interferes with learning.		5	12	22	3	42	12.8%	87.2%
18. Too much instructional time is spent administering assessments.	10	20		7	5	42	81.1%	18.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	9	18	1	42	34.1%	65.9%
20. Increased workload has contributed to a decline in my morale.	19	17	2	4		42	85.7%	14.3%
21. I am paid fairly.		19	9	14		42	45.2%	54.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	18	5	17		41	46.3%	53.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	11	21		41	22.0%	78.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	25		6	1	41	85.0%	15.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	3	11	4	42	63.2%	36.8%
26. In my position, I receive appropriate and adequate support and training.	6	28	1	6	1	42	82.9%	17.1%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	22	17		42	7.1%	92.9%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	29	11		42	4.8%	95.2%
29. During this current school year, I have experienced harassing behavior from parents.	1	11	12	16	2	42	30.0%	70.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	9	16	10	42	21.9%	78.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	17		2	11	41	93.3%	6.7%
32. In my school, I spend too much time in meetings.		7	8	21	6	42	19.4%	80.6%
33. In my school, there is adequate support for special education students.	2	15		21	4	42	44.7%	55.3%