

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	18	31	1	5		55	89.1%	10.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	22	32		2		56	96.4%	3.6%
3. I personally feel successful in my work.	15	33	1	6		55	87.3%	12.7%
4. I feel involved in decision-making at my school/worksite.	10	31	1	11	3	56	77.4%	22.6%
5. I want to be involved in decision-making at my school/worksite.	9	37		6	4	56	88.5%	11.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	32		3		56	94.6%	5.4%
7. In my school/worksite, I am treated as a professional.	33	19		4		56	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	31	24		1		56	98.2%	1.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	27		8	9	56	83.0%	17.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	35		7		56	87.5%	12.5%
11. My work performance is evaluated fairly.	24	26		4	1	55	92.6%	7.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	25	7	16	3	56	56.6%	43.4%
13. I am provided adequate work and storage space to prepare for and do my job.	12	35		7	1	55	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	37	18		1		56	98.2%	1.8%
15. My planning time is respected by my school administrations/supervisors.	28	17			11	56	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	28		1	16	56	97.5%	2.5%
17. In my school, student misbehavior interferes with learning.	1	10	3	32	10	56	23.9%	76.1%
18. Too much instructional time is spent administering assessments.	12	16	1	8	18	55	75.7%	24.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	4	26	2	56	44.4%	55.6%
20. Increased workload has contributed to a decline in my morale.	16	23	1	14	2	56	72.2%	27.8%
21. I am paid fairly.	3	17	18	18		56	35.7%	64.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	29	6	16		56	60.7%	39.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	12	25	1	55	31.5%	68.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	38		6		56	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	29	1	9	10	56	78.3%	21.7%
26. In my position, I receive appropriate and adequate support and training.	9	35	2	10		56	78.6%	21.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	41	14		56	1.8%	98.2%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			46	10		56	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	11	23	21		56	21.4%	78.6%
30. At my school I spend most of my PIP time on non-instructional activities.		9	4	23	19	55	25.0%	75.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	28		1	20	54	97.1%	2.9%
32. In my school, I spend too much time in meetings.	3	8	8	29	8	56	22.9%	77.1%
33. In my school, there is adequate support for special education students.	2	20	11	17	6	56	44.0%	56.0%