

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	19	6	13	1	42	53.7%	46.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	28	3	7		41	75.6%	24.4%
3. I personally feel successful in my work.	4	24		12		40	70.0%	30.0%
4. I feel involved in decision-making at my school/worksite.	2	23	2	13	2	42	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	5	30		5	2	42	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	31	2	3	1	42	87.8%	12.2%
7. In my school/worksite, I am treated as a professional.	16	23		3		42	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	7	26	3	5		41	80.5%	19.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	27	1	7	1	41	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	21	7	12		42	54.8%	45.2%
11. My work performance is evaluated fairly.	7	34			1	42	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	15	9	8	3	41	55.3%	44.7%
13. I am provided adequate work and storage space to prepare for and do my job.	14	24	1	2		41	92.7%	7.3%
14. My administrators/supervisors respect the negotiated contracts.	12	28		1		41	97.6%	2.4%
15. My planning time is respected by my school administrations/supervisors.	12	18	1	3	6	40	88.2%	11.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	19	9	6	1	41	62.5%	37.5%
17. In my school, student misbehavior interferes with learning.	22	18		2		42	95.2%	4.8%
18. Too much instructional time is spent administering assessments.		13		25	4	42	34.2%	65.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	7	17	1	41	40.0%	60.0%
20. Increased workload has contributed to a decline in my morale.	12	18	1	10	1	42	73.2%	26.8%
21. I am paid fairly.	3	13	11	15		42	38.1%	61.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	20	7	11	1	42	56.1%	43.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	9	19	1	42	31.7%	68.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	5	31	2	3	1	42	87.8%	12.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	26	3	9	2	41	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	3	31		6	1	41	85.0%	15.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	19	19	1	42	7.3%	92.7%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			24	17	1	42	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	7	15	13	2	40	26.3%	73.7%
30. At my school I spend most of my PIP time on non-instructional activities.		11	1	19	11	42	35.5%	64.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	20	4	5	9	40	71.0%	29.0%
32. In my school, I spend too much time in meetings.	2	9	1	24	6	42	30.6%	69.4%
33. In my school, there is adequate support for special education students.	1	13	9	17	1	41	35.0%	65.0%