

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	8	23	6	9		46	67.4%	32.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	20	3	7		45	77.8%	22.2%
3. I personally feel successful in my work.	14	25	1	6		46	84.8%	15.2%
4. I feel involved in decision-making at my school/worksite.	11	16	3	10	5	45	67.5%	32.5%
5. I want to be involved in decision-making at my school/worksite.	15	23	1	1	5	45	95.0%	5.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	16	5	7		46	73.9%	26.1%
7. In my school/worksite, I am treated as a professional.	21	21	2	2		46	91.3%	8.7%
8. There is good teamwork among staff in my school/worksite.	22	18	1	4		45	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	20	2	7	8	45	75.7%	24.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	22	1	9		46	78.3%	21.7%
11. My work performance is evaluated fairly.	17	21	2	3	1	44	88.4%	11.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	8	11	4	45	53.7%	46.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	25	2	6	2	46	81.8%	18.2%
14. My administrators/supervisors respect the negotiated contracts.	26	15		2	2	45	95.3%	4.7%
15. My planning time is respected by my school administrations/supervisors.	13	20	1	2	9	45	91.7%	8.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	20	1	7	5	45	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	12	20		13	1	46	71.1%	28.9%
18. Too much instructional time is spent administering assessments.	11	16		10	8	45	73.0%	27.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	18	10	9	1	45	56.8%	43.2%
20. Increased workload has contributed to a decline in my morale.	13	15	1	13	4	46	66.7%	33.3%
21. I am paid fairly.		14	16	16		46	30.4%	69.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	21	7	7	3	44	65.9%	34.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	12	12	13	3	44	39.0%	61.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	22	2	6	2	44	81.0%	19.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	27	1	7	4	46	81.0%	19.0%
26. In my position, I receive appropriate and adequate support and training.	11	20	4	9		44	70.5%	29.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		9	27	10		46	19.6%	80.4%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	29	15		46	4.3%	95.7%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	22	16	3	46	11.6%	88.4%
30. At my school I spend most of my PIP time on non-instructional activities.	3	8	2	15	18	46	39.3%	60.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	21	1		19	46	96.3%	3.7%
32. In my school, I spend too much time in meetings.	5	11	3	19	7	45	42.1%	57.9%
33. In my school, there is adequate support for special education students.	2	3	20	16	4	45	12.2%	87.8%