

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	10	29	11	13		63	61.9%	38.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	28	8	15		63	63.5%	36.5%
3. I personally feel successful in my work.	10	35	2	16		63	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	6	23	9	22	3	63	48.3%	51.7%
5. I want to be involved in decision-making at my school/worksite.	18	39	3	2	1	63	91.9%	8.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	25	8	15		63	63.5%	36.5%
7. In my school/worksite, I am treated as a professional.	20	34	2	6	1	63	87.1%	12.9%
8. There is good teamwork among staff in my school/worksite.	17	32	4	9	1	63	79.0%	21.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	31	2	11	4	63	78.0%	22.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	23	26	3	11		63	77.8%	22.2%
11. My work performance is evaluated fairly.	21	37	1	2	2	63	95.1%	4.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	19	31	7	6		63	79.4%	20.6%
13. I am provided adequate work and storage space to prepare for and do my job.	29	31	1	1	1	63	96.8%	3.2%
14. My administrators/supervisors respect the negotiated contracts.	28	28	2	4		62	90.3%	9.7%
15. My planning time is respected by my school administrations/supervisors.	23	26	1	5	8	63	89.1%	10.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	24	10	12	6	62	60.7%	39.3%
17. In my school, student misbehavior interferes with learning.	26	27	2	4	3	62	89.8%	10.2%
18. Too much instructional time is spent administering assessments.	7	12	11	20	13	63	38.0%	62.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	23	11	21	3	63	46.7%	53.3%
20. Increased workload has contributed to a decline in my morale.	12	12	5	30	4	63	40.7%	59.3%
21. I am paid fairly.	4	18	17	24		63	34.9%	65.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	23	11	18	3	62	50.8%	49.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	20	11	21	5	62	43.9%	56.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	37	1	6		63	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	35	4	13	3	63	71.7%	28.3%
26. In my position, I receive appropriate and adequate support and training.	7	42	1	11	2	63	80.3%	19.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	7	35	20		63	12.7%	87.3%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	36	22	1	63	6.5%	93.5%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	34	22	2	63	8.2%	91.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	7	11	24	20	63	18.6%	81.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	28	4	6	12	62	80.0%	20.0%
32. In my school, I spend too much time in meetings.	2	11	7	41	2	63	21.3%	78.7%
33. In my school, there is adequate support for special education students.	18	32	2	9		61	82.0%	18.0%