

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	30	10	23		68	51.5%	48.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	40	2	9		67	83.6%	16.4%
3. I personally feel successful in my work.	12	35	3	17		67	70.1%	29.9%
4. I feel involved in decision-making at my school/worksite.	13	35	4	14	1	67	72.7%	27.3%
5. I want to be involved in decision-making at my school/worksite.	17	44		3	2	66	95.3%	4.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	38	2	5		67	89.6%	10.4%
7. In my school/worksite, I am treated as a professional.	24	41		1	1	67	98.5%	1.5%
8. There is good teamwork among staff in my school/worksite.	20	43	2	2		67	94.0%	6.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	35	5	12	5	68	73.0%	27.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	33	6	9		67	77.6%	22.4%
11. My work performance is evaluated fairly.	25	36	1	2	2	66	95.3%	4.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	28	12	18	3	67	53.1%	46.9%
13. I am provided adequate work and storage space to prepare for and do my job.	10	37	5	14	1	67	71.2%	28.8%
14. My administrators/supervisors respect the negotiated contracts.	32	35			1	68	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	21	33	2	3	9	68	91.5%	8.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	22	34	1	2	8	67	94.9%	5.1%
17. In my school, student misbehavior interferes with learning.	9	29	1	26	3	68	58.5%	41.5%
18. Too much instructional time is spent administering assessments.	21	25		13	9	68	78.0%	22.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	30	6	25	2	66	51.6%	48.4%
20. Increased workload has contributed to a decline in my morale.	30	25	4	9		68	80.9%	19.1%
21. I am paid fairly.		17	25	26		68	25.0%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	30	13	21	2	67	47.7%	52.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		22	22	23	1	68	32.8%	67.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	35		5	3	67	92.2%	7.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	40	4	8	6	68	80.6%	19.4%
26. In my position, I receive appropriate and adequate support and training.	8	44	3	11	1	67	78.8%	21.2%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	5	43	19		68	8.8%	91.2%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	57	8		68	4.4%	95.6%
29. During this current school year, I have experienced harassing behavior from parents.	3	13	29	20	3	68	24.6%	75.4%
30. At my school I spend most of my PIP time on non-instructional activities.	7	12	3	27	19	68	38.8%	61.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	34	2	6	20	66	82.6%	17.4%
32. In my school, I spend too much time in meetings.	13	22	4	26	3	68	53.8%	46.2%
33. In my school, there is adequate support for special education students.	1	11	30	23	3	68	18.5%	81.5%