

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	19	10	25		56	37.5%	62.5%
2. There is an atmosphere of open communication and trust in my school/worksite.		26	6	24		56	46.4%	53.6%
3. I personally feel successful in my work.	5	36	1	13		55	74.5%	25.5%
4. I feel involved in decision-making at my school/worksite.		25	5	24	2	56	46.3%	53.7%
5. I want to be involved in decision-making at my school/worksite.	8	39	1	7	1	56	85.5%	14.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	31	2	19		56	62.5%	37.5%
7. In my school/worksite, I am treated as a professional.	7	42	3	3		55	89.1%	10.9%
8. There is good teamwork among staff in my school/worksite.	15	38	1	2		56	94.6%	5.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	39	2	6	4	56	84.6%	15.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	21	13	18		55	43.6%	56.4%
11. My work performance is evaluated fairly.	11	43	1	1		56	96.4%	3.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		16	14	24	2	56	29.6%	70.4%
13. I am provided adequate work and storage space to prepare for and do my job.	8	32	4	10		54	74.1%	25.9%
14. My administrators/supervisors respect the negotiated contracts.	10	42	1	2	1	56	94.5%	5.5%
15. My planning time is respected by my school administrations/supervisors.	8	36	1	4	6	55	89.8%	10.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	32	7	6	9	56	72.3%	27.7%
17. In my school, student misbehavior interferes with learning.	6	19	5	15	10	55	55.6%	44.4%
18. Too much instructional time is spent administering assessments.	9	23	2	15	7	56	65.3%	34.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		15	8	30		53	28.3%	71.7%
20. Increased workload has contributed to a decline in my morale.	27	18		9	1	55	83.3%	16.7%
21. I am paid fairly.	2	15	16	22		55	30.9%	69.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	30	7	15	1	55	59.3%	40.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		23	11	20	1	55	42.6%	57.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	36	2	3	1	54	90.6%	9.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	30	3	12	6	55	69.4%	30.6%
26. In my position, I receive appropriate and adequate support and training.	3	38	2	12	1	56	74.5%	25.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	5	29	21		56	10.7%	89.3%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	30	23		56	5.4%	94.6%
29. During this current school year, I have experienced harassing behavior from parents.	1	9	21	25		56	17.9%	82.1%
30. At my school I spend most of my PIP time on non-instructional activities.	4	10	4	23	14	55	34.1%	65.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	30	2	3	14	54	87.5%	12.5%
32. In my school, I spend too much time in meetings.	8	20		27	1	56	50.9%	49.1%
33. In my school, there is adequate support for special education students.		5	38	10	3	56	9.4%	90.6%