

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	29	22	37		94	37.2%	62.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	36	17	34	1	94	45.2%	54.8%
3. I personally feel successful in my work.	11	62	6	13	2	94	79.3%	20.7%
4. I feel involved in decision-making at my school/worksite.	2	24	22	44	2	94	28.3%	71.7%
5. I want to be involved in decision-making at my school/worksite.	11	63	3	12	5	94	83.1%	16.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	33	15	32	3	93	47.8%	52.2%
7. In my school/worksite, I am treated as a professional.	27	46	2	16	1	92	80.2%	19.8%
8. There is good teamwork among staff in my school/worksite.	17	48	8	20	1	94	69.9%	30.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	54	7	16	4	93	74.2%	25.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	36	10	30	1	91	55.6%	44.4%
11. My work performance is evaluated fairly.	24	57	3	6	3	93	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	20	35	31	1	93	28.3%	71.7%
13. I am provided adequate work and storage space to prepare for and do my job.	24	57	5	6	1	93	88.0%	12.0%
14. My administrators/supervisors respect the negotiated contracts.	33	53	2	5	1	94	92.5%	7.5%
15. My planning time is respected by my school administrations/supervisors.	20	49	5	11	9	94	81.2%	18.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	41	16	29	6	94	48.9%	51.1%
17. In my school, student misbehavior interferes with learning.	3	39	9	38	4	93	47.2%	52.8%
18. Too much instructional time is spent administering assessments.	24	42	2	18	8	94	76.7%	23.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		21	31	40	1	93	22.8%	77.2%
20. Increased workload has contributed to a decline in my morale.	49	36	3	5		93	91.4%	8.6%
21. I am paid fairly.		25	24	43		92	27.2%	72.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	30	27	32		92	35.9%	64.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	24	33	34		92	27.2%	72.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	56	2	12	1	93	84.8%	15.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	56	8	17	7	94	71.3%	28.7%
26. In my position, I receive appropriate and adequate support and training.	4	58	3	27		92	67.4%	32.6%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	55	34	2	94	3.3%	96.7%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	4	48	39	1	93	5.4%	94.6%
29. During this current school year, I have experienced harassing behavior from parents.	10	27	22	31	4	94	41.1%	58.9%
30. At my school I spend most of my PIP time on non-instructional activities.	12	25	5	35	17	94	48.1%	51.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	25	15	32	20	94	36.5%	63.5%
32. In my school, I spend too much time in meetings.	8	22	5	52	7	94	34.5%	65.5%
33. In my school, there is adequate support for special education students.	6	32	10	37	8	93	44.7%	55.3%