

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		23	16	25		64	35.9%	64.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	38	6	13		64	70.3%	29.7%
3. I personally feel successful in my work.	8	35	8	14		65	66.2%	33.8%
4. I feel involved in decision-making at my school/worksite.	5	31	6	17	5	64	61.0%	39.0%
5. I want to be involved in decision-making at my school/worksite.	12	38	3	8	3	64	82.0%	18.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	41	2	4		64	90.6%	9.4%
7. In my school/worksite, I am treated as a professional.	21	35	2	7		65	86.2%	13.8%
8. There is good teamwork among staff in my school/worksite.	26	32		6		64	90.6%	9.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	34	4	13	4	63	71.2%	28.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	27	18	15		65	49.2%	50.8%
11. My work performance is evaluated fairly.	15	41	2	6	1	65	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	14	17	26	3	65	30.6%	69.4%
13. I am provided adequate work and storage space to prepare for and do my job.	18	39	4	4		65	87.7%	12.3%
14. My administrators/supervisors respect the negotiated contracts.	16	42	2	4		64	90.6%	9.4%
15. My planning time is respected by my school administrations/supervisors.	11	33	7	6	8	65	77.2%	22.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	25	13	18	4	63	47.5%	52.5%
17. In my school, student misbehavior interferes with learning.	23	30		10	2	65	84.1%	15.9%
18. Too much instructional time is spent administering assessments.	16	19	4	19	7	65	60.3%	39.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		18	13	30	3	64	29.5%	70.5%
20. Increased workload has contributed to a decline in my morale.	34	19	3	7	2	65	84.1%	15.9%
21. I am paid fairly.	4	24	15	22		65	43.1%	56.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	20	19	22	2	64	33.9%	66.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	24	26	2	64	19.4%	80.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	40	1	9	1	65	84.4%	15.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	31	4	19	5	65	61.7%	38.3%
26. In my position, I receive appropriate and adequate support and training.	1	48	3	12	1	65	76.6%	23.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		5	42	17	1	65	7.8%	92.2%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	41	19	1	65	6.3%	93.8%
29. During this current school year, I have experienced harassing behavior from parents.	5	21	28	10	1	65	40.6%	59.4%
30. At my school I spend most of my PIP time on non-instructional activities.	7	21	3	21	13	65	53.8%	46.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	39	4	5	10	64	83.3%	16.7%
32. In my school, I spend too much time in meetings.	10	15	3	30	7	65	43.1%	56.9%
33. In my school, there is adequate support for special education students.	4	18	12	25	5	64	37.3%	62.7%