

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	17	2	20		42	47.6%	52.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	30	1	4		41	87.8%	12.2%
3. I personally feel successful in my work.	7	23	1	11		42	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	6	18		14	4	42	63.2%	36.8%
5. I want to be involved in decision-making at my school/worksite.	7	27		4	3	41	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	28	1	7		42	81.0%	19.0%
7. In my school/worksite, I am treated as a professional.	18	20		4		42	90.5%	9.5%
8. There is good teamwork among staff in my school/worksite.	9	30		3		42	92.9%	7.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	25		8	1	42	80.5%	19.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	22	1	12		42	69.0%	31.0%
11. My work performance is evaluated fairly.	17	22		2	1	42	95.1%	4.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	16	11	8	1	42	53.7%	46.3%
13. I am provided adequate work and storage space to prepare for and do my job.	12	22	1	5	2	42	85.0%	15.0%
14. My administrators/supervisors respect the negotiated contracts.	20	22				42	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	14	20		1	7	42	97.1%	2.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	26		5	3	41	86.8%	13.2%
17. In my school, student misbehavior interferes with learning.	3	23		14	2	42	65.0%	35.0%
18. Too much instructional time is spent administering assessments.	9	14	1	11	5	40	65.7%	34.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	17	3	13	4	39	54.3%	45.7%
20. Increased workload has contributed to a decline in my morale.	16	13	1	9	2	41	74.4%	25.6%
21. I am paid fairly.	1	10	12	18		41	26.8%	73.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	5	13	1	39	52.6%	47.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	9	15	1	40	38.5%	61.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	25		3	1	40	92.3%	7.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	27		10	2	41	74.4%	25.6%
26. In my position, I receive appropriate and adequate support and training.	5	25	1	10		41	73.2%	26.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	24	15	1	42	4.9%	95.1%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	26	13	2	42	2.5%	97.5%
29. During this current school year, I have experienced harassing behavior from parents.		7	12	21	2	42	17.5%	82.5%
30. At my school I spend most of my PIP time on non-instructional activities.	1	4	6	19	11	41	16.7%	83.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	23	1	4	8	42	85.3%	14.7%
32. In my school, I spend too much time in meetings.		3	8	27	4	42	7.9%	92.1%
33. In my school, there is adequate support for special education students.	3	12	5	20	2	42	37.5%	62.5%