

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	14	23	25		63	23.8%	76.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	21	12	28		63	36.5%	63.5%
3. I personally feel successful in my work.	8	36	8	10	1	63	71.0%	29.0%
4. I feel involved in decision-making at my school/worksite.	2	23	13	21	4	63	42.4%	57.6%
5. I want to be involved in decision-making at my school/worksite.	17	37	2	3	4	63	91.5%	8.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	23	10	22	1	63	48.4%	51.6%
7. In my school/worksite, I am treated as a professional.	8	46	3	6		63	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	10	33	8	11	1	63	69.4%	30.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	34	6	11	4	63	71.2%	28.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	32	9	18		62	56.5%	43.5%
11. My work performance is evaluated fairly.	12	40	1	6	3	62	88.1%	11.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	24	15	20	2	63	42.6%	57.4%
13. I am provided adequate work and storage space to prepare for and do my job.	19	35	1	8		63	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	10	43	1	8		62	85.5%	14.5%
15. My planning time is respected by my school administrations/supervisors.	6	33	2	13	9	63	72.2%	27.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	23	12	16	7	63	50.0%	50.0%
17. In my school, student misbehavior interferes with learning.	33	21	1	6	1	62	88.5%	11.5%
18. Too much instructional time is spent administering assessments.	4	26	1	21	11	63	57.7%	42.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	9	29	1	63	38.7%	61.3%
20. Increased workload has contributed to a decline in my morale.	29	19	3	10	2	63	78.7%	21.3%
21. I am paid fairly.	3	22	17	20		62	40.3%	59.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	30	11	16	3	61	53.4%	46.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		21	19	17	5	62	36.8%	63.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	29	5	4	3	62	84.7%	15.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	36	10	9	4	63	67.8%	32.2%
26. In my position, I receive appropriate and adequate support and training.	2	43	2	15	1	63	72.6%	27.4%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	4	35	19	3	63	10.0%	90.0%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	3	29	26	3	63	8.3%	91.7%
29. During this current school year, I have experienced harassing behavior from parents.	5	12	18	25	3	63	28.3%	71.7%
30. At my school I spend most of my PIP time on non-instructional activities.	5	15	1	27	15	63	41.7%	58.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	31	2	13	11	61	70.0%	30.0%
32. In my school, I spend too much time in meetings.	4	11	4	39	4	62	25.9%	74.1%
33. In my school, there is adequate support for special education students.	1	20	25	16	1	63	33.9%	66.1%