

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	21	42	7	7		77	81.8%	18.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	35	38		4		77	94.8%	5.2%
3. I personally feel successful in my work.	22	40	1	14		77	80.5%	19.5%
4. I feel involved in decision-making at my school/worksite.	17	34	4	18	4	77	69.9%	30.1%
5. I want to be involved in decision-making at my school/worksite.	23	41	1	9	3	77	86.5%	13.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	36		8	1	76	89.3%	10.7%
7. In my school/worksite, I am treated as a professional.	46	28	1	2		77	96.1%	3.9%
8. There is good teamwork among staff in my school/worksite.	49	25		2		76	97.4%	2.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	36	1	6	11	77	89.4%	10.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	43	4	18	1	77	71.1%	28.9%
11. My work performance is evaluated fairly.	39	34		3	1	77	96.1%	3.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	19	34	4	17	1	75	71.6%	28.4%
13. I am provided adequate work and storage space to prepare for and do my job.	31	37	2	7		77	88.3%	11.7%
14. My administrators/supervisors respect the negotiated contracts.	57	17	1	1	1	77	97.4%	2.6%
15. My planning time is respected by my school administrations/supervisors.	41	27		1	8	77	98.6%	1.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	26	35	2	3	11	77	92.4%	7.6%
17. In my school, student misbehavior interferes with learning.	31	30	2	6	8	77	88.4%	11.6%
18. Too much instructional time is spent administering assessments.	13	33		15	16	77	75.4%	24.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	40	4	24	3	75	61.1%	38.9%
20. Increased workload has contributed to a decline in my morale.	16	33	3	21	4	77	67.1%	32.9%
21. I am paid fairly.	5	23	23	25		76	36.8%	63.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	40	14	11	1	75	66.2%	33.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	26	16	31	2	76	36.5%	63.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	46	1	4	2	76	93.2%	6.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	46	3	10	5	76	81.7%	18.3%
26. In my position, I receive appropriate and adequate support and training.	22	46	2	6	1	77	89.5%	10.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	57	17	2	77	1.3%	98.7%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	59	16	1	77	1.3%	98.7%
29. During this current school year, I have experienced harassing behavior from parents.	3	8	35	28	3	77	14.9%	85.1%
30. At my school I spend most of my PIP time on non-instructional activities.	2	15	4	26	27	74	36.2%	63.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	29		7	32	75	83.7%	16.3%
32. In my school, I spend too much time in meetings.	3	17	5	49	3	77	27.0%	73.0%
33. In my school, there is adequate support for special education students.	7	15	21	24	10	77	32.8%	67.2%