

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	20	5	8		38	65.8%	34.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	21	1	3		38	89.5%	10.5%
3. I personally feel successful in my work.	6	23	2	7		38	76.3%	23.7%
4. I feel involved in decision-making at my school/worksite.	5	18	5	8	2	38	63.9%	36.1%
5. I want to be involved in decision-making at my school/worksite.	6	30		2		38	94.7%	5.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	22		5	1	38	86.5%	13.5%
7. In my school/worksite, I am treated as a professional.	14	23		1		38	97.4%	2.6%
8. There is good teamwork among staff in my school/worksite.	14	23		1		38	97.4%	2.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	20	2	6	2	38	77.8%	22.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	20	4	8		39	69.2%	30.8%
11. My work performance is evaluated fairly.	17	15		5		37	86.5%	13.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	13	11	8	1	39	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	26	1	3		39	89.7%	10.3%
14. My administrators/supervisors respect the negotiated contracts.	20	17	1			38	97.4%	2.6%
15. My planning time is respected by my school administrations/supervisors.	11	17		5	5	38	84.8%	15.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	22		2	2	38	94.4%	5.6%
17. In my school, student misbehavior interferes with learning.	13	19		5	1	38	86.5%	13.5%
18. Too much instructional time is spent administering assessments.	14	8	1	10	5	38	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	10	11	1	38	43.2%	56.8%
20. Increased workload has contributed to a decline in my morale.	17	15	1	6		39	82.1%	17.9%
21. I am paid fairly.	1	12	10	16		39	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	14	8	15		39	41.0%	59.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		7	12	19	1	39	18.4%	81.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	20		3		38	92.1%	7.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	19	4	10	1	38	62.2%	37.8%
26. In my position, I receive appropriate and adequate support and training.	5	18	6	10		39	59.0%	41.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	21	11	2	37	8.6%	91.4%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	20	15	2	38	2.8%	97.2%
29. During this current school year, I have experienced harassing behavior from parents.	1	3	14	19	1	38	10.8%	89.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	8	2	12	15	38	39.1%	60.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		20		3	14	37	87.0%	13.0%
32. In my school, I spend too much time in meetings.	6	10	1	18	2	37	45.7%	54.3%
33. In my school, there is adequate support for special education students.	1	11	9	15	2	38	33.3%	66.7%