

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	31	2	12	1	50	71.4%	28.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	31	2	9		50	78.0%	22.0%
3. I personally feel successful in my work.	9	33		8		50	84.0%	16.0%
4. I feel involved in decision-making at my school/worksite.	6	30	2	10	2	50	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	10	29		5	6	50	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	23	3	12	1	50	69.4%	30.6%
7. In my school/worksite, I am treated as a professional.	18	28		4		50	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	16	31	1	2		50	94.0%	6.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	29	1	6	4	50	84.8%	15.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	27	5	10	1	50	69.4%	30.6%
11. My work performance is evaluated fairly.	19	31				50	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	22	5	13	1	49	62.5%	37.5%
13. I am provided adequate work and storage space to prepare for and do my job.	10	23	4	13		50	66.0%	34.0%
14. My administrators/supervisors respect the negotiated contracts.	18	29		3		50	94.0%	6.0%
15. My planning time is respected by my school administrations/supervisors.	14	22		3	10	49	92.3%	7.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	31		6	3	50	87.2%	12.8%
17. In my school, student misbehavior interferes with learning.	4	25	2	18	1	50	59.2%	40.8%
18. Too much instructional time is spent administering assessments.	7	10	1	21	11	50	43.6%	56.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	29	5	13		49	63.3%	36.7%
20. Increased workload has contributed to a decline in my morale.	17	20	1	10	1	49	77.1%	22.9%
21. I am paid fairly.	1	16	10	23		50	34.0%	66.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	23	2	16	2	48	60.9%	39.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	14	8	21	3	48	35.6%	64.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	31		4	1	49	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	32	1	7	1	49	83.3%	16.7%
26. In my position, I receive appropriate and adequate support and training.	9	32		9		50	82.0%	18.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		4	27	19		50	8.0%	92.0%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	27	16	1	48	8.5%	91.5%
29. During this current school year, I have experienced harassing behavior from parents.		11	17	20	2	50	22.9%	77.1%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	1	23	17	50	27.3%	72.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	26	1	3	17	49	87.5%	12.5%
32. In my school, I spend too much time in meetings.	2	17	1	26	4	50	41.3%	58.7%
33. In my school, there is adequate support for special education students.	5	17	7	19	2	50	45.8%	54.2%