

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	23	13	25		62	38.7%	61.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	25	5	31		63	42.9%	57.1%
3. I personally feel successful in my work.	4	30	3	26		63	54.0%	46.0%
4. I feel involved in decision-making at my school/worksite.	5	28	5	23	1	62	54.1%	45.9%
5. I want to be involved in decision-making at my school/worksite.	7	37	1	12	6	63	77.2%	22.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	20	9	27	2	63	41.0%	59.0%
7. In my school/worksite, I am treated as a professional.	13	34	1	15		63	74.6%	25.4%
8. There is good teamwork among staff in my school/worksite.	23	32		8		63	87.3%	12.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	35	5	14	2	63	68.9%	31.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	27	5	19		63	61.9%	38.1%
11. My work performance is evaluated fairly.	12	38	3	10		63	79.4%	20.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	30	20	2	63	18.0%	82.0%
13. I am provided adequate work and storage space to prepare for and do my job.	12	30	8	12	1	63	67.7%	32.3%
14. My administrators/supervisors respect the negotiated contracts.	17	37	1	7		62	87.1%	12.9%
15. My planning time is respected by my school administrations/supervisors.	9	28	5	11	9	62	69.8%	30.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	22	3	23	4	62	55.2%	44.8%
17. In my school, student misbehavior interferes with learning.	28	25		7	2	62	88.3%	11.7%
18. Too much instructional time is spent administering assessments.	8	16	1	28	9	62	45.3%	54.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	30	7	19	1	62	57.4%	42.6%
20. Increased workload has contributed to a decline in my morale.	34	20	1	5	3	63	90.0%	10.0%
21. I am paid fairly.	3	21	17	22		63	38.1%	61.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	25	14	21		62	43.5%	56.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	18	28	1	61	23.3%	76.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	34	4	5	3	63	85.0%	15.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	30	5	12	7	61	68.5%	31.5%
26. In my position, I receive appropriate and adequate support and training.	4	33	5	20		62	59.7%	40.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	4	34	24		63	7.9%	92.1%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	5	30	25		61	9.8%	90.2%
29. During this current school year, I have experienced harassing behavior from parents.	3	11	18	28	3	63	23.3%	76.7%
30. At my school I spend most of my PIP time on non-instructional activities.	11	21	1	14	14	61	68.1%	31.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	25	6	14	13	62	59.2%	40.8%
32. In my school, I spend too much time in meetings.	10	27		19	6	62	66.1%	33.9%
33. In my school, there is adequate support for special education students.	3	17	14	23	4	61	35.1%	64.9%