

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	3	14	15		34	14.7%	85.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		11	7	16		34	32.4%	67.6%
3. I personally feel successful in my work.	3	20		11		34	67.6%	32.4%
4. I feel involved in decision-making at my school/worksite.		14	5	14	1	34	42.4%	57.6%
5. I want to be involved in decision-making at my school/worksite.	7	23		2	2	34	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	17	4	9		34	61.8%	38.2%
7. In my school/worksite, I am treated as a professional.	6	21	2	4		33	81.8%	18.2%
8. There is good teamwork among staff in my school/worksite.	10	19	1	4		34	85.3%	14.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	18	3	7	3	33	66.7%	33.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.		11	9	14		34	32.4%	67.6%
11. My work performance is evaluated fairly.	4	24		5	1	34	84.8%	15.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		13	9	12		34	38.2%	61.8%
13. I am provided adequate work and storage space to prepare for and do my job.	8	21	1	4		34	85.3%	14.7%
14. My administrators/supervisors respect the negotiated contracts.	6	22	1	2	1	32	90.3%	9.7%
15. My planning time is respected by my school administrations/supervisors.	3	25	2	3	1	34	84.8%	15.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	12	10	10	1	34	39.4%	60.6%
17. In my school, student misbehavior interferes with learning.	23	5	3	3		34	82.4%	17.6%
18. Too much instructional time is spent administering assessments.	8	12		9	5	34	69.0%	31.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		14	4	16		34	41.2%	58.8%
20. Increased workload has contributed to a decline in my morale.	15	12	1	3	3	34	87.1%	12.9%
21. I am paid fairly.	2	6	7	19		34	23.5%	76.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	11	13	1	34	27.3%	72.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		1	11	21	1	34	3.0%	97.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	20	1	4	3	34	83.9%	16.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	20	2	7	3	34	71.0%	29.0%
26. In my position, I receive appropriate and adequate support and training.	4	20	1	8	1	34	72.7%	27.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	4	12	16		33	15.2%	84.8%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	14	17		34	8.8%	91.2%
29. During this current school year, I have experienced harassing behavior from parents.	4	7	7	15	1	34	33.3%	66.7%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	2	15	11	32	19.0%	81.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		15	4	6	8	33	60.0%	40.0%
32. In my school, I spend too much time in meetings.	5	10		19		34	44.1%	55.9%
33. In my school, there is adequate support for special education students.		2	21	10	1	34	6.1%	93.9%