

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	18	7	10		39	56.4%	43.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	12	4	7		39	71.8%	28.2%
3. I personally feel successful in my work.	10	21	4	5		40	77.5%	22.5%
4. I feel involved in decision-making at my school/worksite.	11	15	2	11		39	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	10	25	1	2	1	39	92.1%	7.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	11	4	7		40	72.5%	27.5%
7. In my school/worksite, I am treated as a professional.	20	14		6		40	85.0%	15.0%
8. There is good teamwork among staff in my school/worksite.	18	12		9		39	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	19		4	4	40	88.9%	11.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	14	7	7		39	64.1%	35.9%
11. My work performance is evaluated fairly.	25	11	1	3		40	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	13	4	17		40	47.5%	52.5%
13. I am provided adequate work and storage space to prepare for and do my job.	13	19		7		39	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	20	16		2	2	40	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	14	17		2	7	40	93.9%	6.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	20	1	2	2	40	92.1%	7.9%
17. In my school, student misbehavior interferes with learning.	8	16	6	9	1	40	61.5%	38.5%
18. Too much instructional time is spent administering assessments.	8	14	1	8	8	39	71.0%	29.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	11	7	17		39	38.5%	61.5%
20. Increased workload has contributed to a decline in my morale.	17	13	1	7	1	39	78.9%	21.1%
21. I am paid fairly.		11	13	16		40	27.5%	72.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	15	10	10		40	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	11	16	1	40	30.8%	69.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	22	1	4	1	40	87.2%	12.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	21	3	8	2	40	71.1%	28.9%
26. In my position, I receive appropriate and adequate support and training.	6	22	3	8		39	71.8%	28.2%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	22	14	1	40	7.7%	92.3%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	29	8		39	5.1%	94.9%
29. During this current school year, I have experienced harassing behavior from parents.	2	6	10	18	2	38	22.2%	77.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	7	3	15	13	39	30.8%	69.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	14	1	4	14	39	80.0%	20.0%
32. In my school, I spend too much time in meetings.	6	12	4	13	3	38	51.4%	48.6%
33. In my school, there is adequate support for special education students.	4	4	15	16		39	20.5%	79.5%