

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	12		4		21	81.0%	19.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	10		5		21	76.2%	23.8%
3. I personally feel successful in my work.	6	11	1	3		21	81.0%	19.0%
4. I feel involved in decision-making at my school/worksite.	3	13		4	1	21	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	3	13		4	1	21	80.0%	20.0%
6. In my school/worksite, I can speak openly about important issues without fear of	7	9		5		21	76.2%	23.8%
7. In my school/worksite, I am treated as a professional.	7	13		1		21	95.2%	4.8%
8. There is good teamwork among staff in my school/worksite.	9	9		3		21	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	13		2	1	21	90.0%	10.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	10		2		20	90.0%	10.0%
11. My work performance is evaluated fairly.	8	12		1		21	95.2%	4.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	7	5	5	2	21	47.4%	52.6%
13. I am provided adequate work and storage space to prepare for and do my job.	5	13		2	1	21	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	13	8				21	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	8	9			3	20	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	11			3	21	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		1	6	13	1	21	5.0%	95.0%
18. Too much instructional time is spent administering assessments.	2	8	1	8	2	21	52.6%	47.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	4	4		19	57.9%	42.1%
20. Increased workload has contributed to a decline in my morale.	8	7		5	1	21	75.0%	25.0%
21. I am paid fairly.	1	9	6	5		21	47.6%	52.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	12		5		21	76.2%	23.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	2	8		21	52.4%	47.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	7	13				20	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	8		3	6	21	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	5	12		3	1	21	85.0%	15.0%
27. During this current school year, I have experienced harassing behavior from colleagues.			14	7		21	0.0%	100.0%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	12	8		21	4.8%	95.2%
29. During this current school year, I have experienced harassing behavior from parents.	2	3	8	7	1	21	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.		4	4	9	4	21	23.5%	76.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	11		1	5	21	93.8%	6.3%
32. In my school, I spend too much time in meetings.	2	4	3	11	1	21	30.0%	70.0%
33. In my school, there is adequate support for special education students.	1	8	4	6	1	20	47.4%	52.6%