

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	14	7	11		35	48.6%	51.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	22		7		35	80.0%	20.0%
3. I personally feel successful in my work.	7	20	3	4		34	79.4%	20.6%
4. I feel involved in decision-making at my school/worksite.	6	20	2	6	1	35	76.5%	23.5%
5. I want to be involved in decision-making at my school/worksite.	5	27		3		35	91.4%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	18	2	5		34	79.4%	20.6%
7. In my school/worksite, I am treated as a professional.	13	20		2		35	94.3%	5.7%
8. There is good teamwork among staff in my school/worksite.	10	21	1	2		34	91.2%	8.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	15	2	6	3	34	74.2%	25.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	19		7		35	80.0%	20.0%
11. My work performance is evaluated fairly.	12	21		1	1	35	97.1%	2.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	12	7	11	2	35	45.5%	54.5%
13. I am provided adequate work and storage space to prepare for and do my job.	10	23		2		35	94.3%	5.7%
14. My administrators/supervisors respect the negotiated contracts.	14	19		2		35	94.3%	5.7%
15. My planning time is respected by my school administrations/supervisors.	8	18	2	3	4	35	83.9%	16.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	13		4	7	35	85.7%	14.3%
17. In my school, student misbehavior interferes with learning.	2	19	2	10	2	35	63.6%	36.4%
18. Too much instructional time is spent administering assessments.	6	14	1	4	9	34	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	4	9		35	62.9%	37.1%
20. Increased workload has contributed to a decline in my morale.	11	16	1	6	1	35	79.4%	20.6%
21. I am paid fairly.	1	9	12	13		35	28.6%	71.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	8	7		35	57.1%	42.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	10	12		35	37.1%	62.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	20	1	3		35	88.6%	11.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	23	1	5	2	35	81.8%	18.2%
26. In my position, I receive appropriate and adequate support and training.	5	19	1	9		34	70.6%	29.4%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	17	13		34	11.8%	88.2%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		19	15		35	2.9%	97.1%
29. During this current school year, I have experienced harassing behavior from parents.	2	3	13	17		35	14.3%	85.7%
30. At my school I spend most of my PIP time on non-instructional activities.		9	1	15	9	34	36.0%	64.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		20		2	12	34	90.9%	9.1%
32. In my school, I spend too much time in meetings.	3	11		18	3	35	43.8%	56.3%
33. In my school, there is adequate support for special education students.	2	13	5	15		35	42.9%	57.1%