

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	7	35	8	22		72	58.3%	41.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	7	39	7	18		71	64.8%	35.2%
3) I personally feel successful in my work.	17	45	2	7		71	87.3%	12.7%
4) I feel involved in decision-making at my school/worksite.	9	31	12	15	3	70	59.7%	40.3%
5) I want to be involved in decision-making at my school/worksite.	19	40	1	8	3	71	86.8%	13.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	37	9	10		71	73.2%	26.8%
7) In my school/worksite, I am treated as a professional.	17	45	4	5		71	87.3%	12.7%
8) There is good teamwork among staff in my school/worksite.	18	41	2	11		72	81.9%	18.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	36	5	17	8	71	65.1%	34.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	9	52	3	8		72	84.7%	15.3%
11) My work performance is evaluated fairly.	18	44	2	6	1	71	88.6%	11.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	10	31	11	16	3	71	60.3%	39.7%
13) I am provided adequate work and storage space to prepare for and do my job.	14	47	3	8		72	84.7%	15.3%
14) My administrators/supervisors respect the negotiated contracts.	16	46	2	6	1	71	88.6%	11.4%
15) My planning time is respected by my school administrations/supervisors.	15	37	3	6	10	71	85.2%	14.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	10	31	8	19	3	71	60.3%	39.7%
17) In my school, student misbehavior interferes with learning.	41	25	2	2	2	72	94.3%	5.7%
18) Too much instructional time is spent administering assessments.	24	25	2	7	14	72	84.5%	15.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	10	32	8	20	2	72	60.0%	40.0%
20) Increased workload has contributed to a decline in my morale.	25	25	3	14	5	72	74.6%	25.4%
21) I am paid fairly.	6	24	17	25		72	41.7%	58.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	23	19	13	13	70	43.9%	56.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	3	21	25	20	2	71	34.8%	65.2%

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	46		8		72	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	44	4	11	7	71	76.6%	23.4%
26) In my position, I receive appropriate and adequate support and training.	7	44	5	15	1	72	71.8%	28.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	10	38	22	1	72	15.5%	84.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	5	37	26	1	72	11.3%	88.7%
29) During this current school year, I have experienced harassing behavior from parents.	6	8	31	24	3	72	20.3%	79.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	12	8	23	24	70	32.6%	67.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	35	1	6	26	71	84.4%	15.6%
32) In my school/worksite, I spend too much time in meetings.	9	12	3	39	9	72	33.3%	66.7%
33) In my school, there is adequate support for special education students.	3	9	49	11		72	16.7%	83.3%