

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	15	27				42	100.0%	0.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	27		1		42	97.6%	2.4%
3) I personally feel successful in my work.	15	26		1		42	97.6%	2.4%
4) I feel involved in decision-making at my school/worksite.	9	29	1	3		42	90.5%	9.5%
5) I want to be involved in decision-making at my school/worksite.	12	27		2	1	42	95.1%	4.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	24	1	1		42	95.2%	4.8%
7) In my school/worksite, I am treated as a professional.	26	16				42	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	16	22		4		42	90.5%	9.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	28	3	1	1	42	90.2%	9.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	26	2	7		41	78.0%	22.0%
11) My work performance is evaluated fairly.	21	20		1		42	97.6%	2.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	9	19	1	10	3	42	71.8%	28.2%
13) I am provided adequate work and storage space to prepare for and do my job.	12	25		5		42	88.1%	11.9%
14) My administrators/supervisors respect the negotiated contracts.	28	14				42	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	19	19			4	42	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	21			4	42	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.	6	26		9	1	42	78.0%	22.0%
18) Too much instructional time is spent administering assessments.	8	14		10	9	41	68.8%	31.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	17	5	16		41	48.8%	51.2%
20) Increased workload has contributed to a decline in my morale.	5	18		18		41	56.1%	43.9%
21) I am paid fairly.	1	17	9	14		41	43.9%	56.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	3	16	8	41	42.4%	57.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	8	20	2	41	28.2%	71.8%

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	26	1	2	1	41	92.5%	7.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	27	2	4	2	41	84.6%	15.4%
26) In my position, I receive appropriate and adequate support and training.	12	25		5		42	88.1%	11.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	28	11	1	42	4.9%	95.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			33	8	1	42	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	1	3	23	15		42	9.5%	90.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		5	5	21	11	42	16.1%	83.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	20	1	3	12	41	86.2%	13.8%
32) In my school/worksite, I spend too much time in meetings.	5	6		30	1	42	26.8%	73.2%
33) In my school, there is adequate support for special education students.	1	18	8	15		42	45.2%	54.8%