

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	16	33		7		56	87.5%	12.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	28		9		56	83.9%	16.1%
3) I personally feel successful in my work.	21	35				56	100.0%	0.0%
4) I feel involved in decision-making at my school/worksite.	15	30		8	3	56	84.9%	15.1%
5) I want to be involved in decision-making at my school/worksite.	12	39		2	3	56	96.2%	3.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	27	2	9		56	80.4%	19.6%
7) In my school/worksite, I am treated as a professional.	27	25		4		56	92.9%	7.1%
8) There is good teamwork among staff in my school/worksite.	25	27		4		56	92.9%	7.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	31	1	2	6	56	94.0%	6.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	17	28	2	9		56	80.4%	19.6%
11) My work performance is evaluated fairly.	26	27		1	2	56	98.1%	1.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	10	22	7	15	2	56	59.3%	40.7%
13) I am provided adequate work and storage space to prepare for and do my job.	20	27		9		56	83.9%	16.1%
14) My administrators/supervisors respect the negotiated contracts.	32	24				56	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	25	23		1	7	56	98.0%	2.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	11	31	2	3	7	54	89.4%	10.6%
17) In my school, student misbehavior interferes with learning.	13	20	5	15	2	55	62.3%	37.7%
18) Too much instructional time is spent administering assessments.	10	21		16	9	56	66.0%	34.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	27	11	16	1	56	50.9%	49.1%
20) Increased workload has contributed to a decline in my morale.	12	25	3	13	3	56	69.8%	30.2%
21) I am paid fairly.	1	26	12	17		56	48.2%	51.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	20	5	11	17	54	56.8%	43.2%

23) I have confidence in the leadership exhibited by the Howard County Board of Education.		13	12	29	1	55	24.1%	75.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	34	3	4	5	55	86.0%	14.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	28	3	6	5	54	81.6%	18.4%
26) In my position, I receive appropriate and adequate support and training.	12	31	2	10		55	78.2%	21.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	2	36	16	1	56	5.5%	94.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		41	13	1	56	1.8%	98.2%
29) During this current school year, I have experienced harassing behavior from parents.	3	7	21	24	1	56	18.2%	81.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	7	10	20	15	55	25.0%	75.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	17	1	6	19	55	80.6%	19.4%
32) In my school/worksite, I spend too much time in meetings.	4	11	6	29	4	54	30.0%	70.0%
33) In my school, there is adequate support for special education students.	4	9	14	28	1	56	23.6%	76.4%