

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	4	25	26		76	32.9%	67.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	6	37	15		76	31.6%	68.4%
3) I personally feel successful in my work.	38	16	16	5	1	76	72.0%	28.0%
4) I feel involved in decision-making at my school/worksite.	22	7	29	16	2	76	39.2%	60.8%
5) I want to be involved in decision-making at my school/worksite.	38	29	6	1	1	75	90.5%	9.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	12	23	9	1	76	57.3%	42.7%
7) In my school/worksite, I am treated as a professional.	41	17	11	6	1	76	77.3%	22.7%
8) There is good teamwork among staff in my school/worksite.	34	16	17	6	2	75	68.5%	31.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	10	15	4	11	76	70.8%	29.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	36	6	20	12	2	76	56.8%	43.2%
11) My work performance is evaluated fairly.	38	21	9	4	4	76	81.9%	18.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	34	13	18	10	1	76	62.7%	37.3%
13) I am provided adequate work and storage space to prepare for and do my job.	47	13	9	6	1	76	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	48	16	9	3		76	84.2%	15.8%
15) My planning time is respected by my school administrations/supervisors.	42	13	7	7	7	76	79.7%	20.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	10	16	24	5	76	43.7%	56.3%
17) In my school, student misbehavior interferes with learning.	14	51	1	2	8	76	95.6%	4.4%

18) Too much instructional time is spent administering assessments.	33	22	10	2	9	76	82.1%	17.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	2	25	24	1	74	32.9%	67.1%
20) Increased workload has contributed to a decline in my morale.	22	28	15	6	5	76	70.4%	29.6%
21) I am paid fairly.	33	2	23	17	1	76	46.7%	53.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	5	20	5	6	75	63.8%	36.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	1	25	19	8	76	35.3%	64.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	45	19	6	2	4	76	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	45	11	11	6	3	76	76.7%	23.3%
26) In my position, I receive appropriate and adequate support and training.	34	15	17	9	1	76	65.3%	34.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	7	20	42	1	76	17.3%	82.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	20	47	1	76	10.7%	89.3%
29) During this current school year, I have experienced harassing behavior from parents.	8	8	23	35	2	76	21.6%	78.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	17	5	19	11	24	76	42.3%	57.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	6	16	3	18	76	67.2%	32.8%
32) In my school/worksite, I spend too much time in meetings.	26	17	20	5	8	76	63.2%	36.8%
33) In my school, there is adequate support for special education students.	5	2	12	57		76	9.2%	90.8%