

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	24	3	9	9		45	60.0%	40.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	5	14	8		45	51.1%	48.9%
3) I personally feel successful in my work.	17	18	7	3		45	77.8%	22.2%
4) I feel involved in decision-making at my school/worksite.	16	6	18	5		45	48.9%	51.1%
5) I want to be involved in decision-making at my school/worksite.	28	12	1	1	3	45	95.2%	4.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	9	16	4		45	55.6%	44.4%
7) In my school/worksite, I am treated as a professional.	17	15	10	3		45	71.1%	28.9%
8) There is good teamwork among staff in my school/worksite.	18	17	6	4		45	77.8%	22.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	5	15	8	1	45	47.7%	52.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	9	15	9		45	46.7%	53.3%
11) My work performance is evaluated fairly.	21	16	4	4		45	82.2%	17.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	7	9	14	1	45	47.7%	52.3%
13) I am provided adequate work and storage space to prepare for and do my job.	24	9	6	4	2	45	76.7%	23.3%
14) My administrators/supervisors respect the negotiated contracts.	22	15	6	2		45	82.2%	17.8%
15) My planning time is respected by my school administrations/supervisors.	18	12	6	2	7	45	78.9%	21.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	7	8	7	3	45	64.3%	35.7%
17) In my school, student misbehavior interferes with learning.	18	16	6	2	3	45	81.0%	19.0%

18) Too much instructional time is spent administering assessments.	20	9	8	2	6	45	74.4%	25.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	12	4	12	16	1	45	36.4%	63.6%
20) Increased workload has contributed to a decline in my morale.	16	14	6	5	4	45	73.2%	26.8%
21) I am paid fairly.	15	5	12	12	1	45	45.5%	54.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	5	12	4		45	64.4%	35.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	1	19	10		45	35.6%	64.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	11	8		2	45	81.4%	18.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	7	10	4	3	45	66.7%	33.3%
26) In my position, I receive appropriate and adequate support and training.	27	5	7	6		45	71.1%	28.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	4	17	16	1	45	25.0%	75.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	18	22	1	45	9.1%	90.9%
29) During this current school year, I have experienced harassing behavior from parents.	14	1	11	17	2	45	34.9%	65.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	2	17	6	9	45	36.1%	63.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	4	9	5	11	45	58.8%	41.2%
32) In my school/worksite, I spend too much time in meetings.	12	7	16	6	3	44	46.3%	53.7%
33) In my school, there is adequate support for special education students.	4	3	19	17	1	44	16.3%	83.7%