

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	34	17	1	2		54	94.4%	5.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	17	3			54	94.4%	5.6%
3) I personally feel successful in my work.	21	31	2			54	96.3%	3.7%
4) I feel involved in decision-making at my school/worksite.	31	14	8	1		54	83.3%	16.7%
5) I want to be involved in decision-making at my school/worksite.	24	18	10		2	54	80.8%	19.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	22	4			54	92.6%	7.4%
7) In my school/worksite, I am treated as a professional.	22	31	1			54	98.1%	1.9%
8) There is good teamwork among staff in my school/worksite.	19	32	2	1		54	94.4%	5.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	18	9	2	3	54	78.4%	21.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	13	9	3	1	54	77.4%	22.6%
11) My work performance is evaluated fairly.	24	24	4		2	54	92.3%	7.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	10	15	5	2	54	61.5%	38.5%
13) I am provided adequate work and storage space to prepare for and do my job.	23	22	5	2	2	54	86.5%	13.5%
14) My administrators/supervisors respect the negotiated contracts.	19	32	2		1	54	96.2%	3.8%
15) My planning time is respected by my school administrations/supervisors.	19	30	2		3	54	96.1%	3.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	24	5		1	54	90.6%	9.4%
17) In my school, student misbehavior interferes with learning.	7	5	26	12	4	54	24.0%	76.0%

18) Too much instructional time is spent administering assessments.	16	18	12		8	54	73.9%	26.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	9	3	20	19	3	54	23.5%	76.5%
20) Increased workload has contributed to a decline in my morale.	19	12	20	1	2	54	59.6%	40.4%
21) I am paid fairly.	21	2	20	10	1	54	43.4%	56.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	8	3	4	1	54	86.8%	13.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	1	13	13	2	54	50.0%	50.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	17	4	2	2	54	88.5%	11.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	11	7	2	2	54	82.7%	17.3%
26) In my position, I receive appropriate and adequate support and training.	31	9	9	3	2	54	76.9%	23.1%
27) During this current school year, I have experienced harassing behavior from colleagues.		1	18	33	2	54	1.9%	98.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			14	37	3	54	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	1	19	26	3	54	11.8%	88.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	1	28	8	8	54	21.7%	78.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	13	4	1	7	54	89.4%	10.6%
32) In my school/worksite, I spend too much time in meetings.	9	7	28	5	5	54	32.7%	67.3%
33) In my school, there is adequate support for special education students.	29	5	11	4	5	54	69.4%	30.6%