

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	11	8	11		62	69.4%	30.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	10	21	6		62	56.5%	43.5%
3) I personally feel successful in my work.	28	26	3	4	1	62	88.5%	11.5%
4) I feel involved in decision-making at my school/worksite.	29	7	18	6	2	62	60.0%	40.0%
5) I want to be involved in decision-making at my school/worksite.	36	16	4	1	4	61	91.2%	8.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	12	14	4		61	70.5%	29.5%
7) In my school/worksite, I am treated as a professional.	36	18	5		2	61	91.5%	8.5%
8) There is good teamwork among staff in my school/worksite.	31	20	6	3	1	61	85.0%	15.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	10	13	1	5	60	74.5%	25.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	9	14	7		61	65.6%	34.4%
11) My work performance is evaluated fairly.	36	19	3		3	61	94.8%	5.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	12	13	3	3	61	72.4%	27.6%
13) I am provided adequate work and storage space to prepare for and do my job.	37	16	4	2	2	61	89.8%	10.2%
14) My administrators/supervisors respect the negotiated contracts.	33	23			5	61	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	29	20	3		9	61	94.2%	5.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	19	10	2	3	61	79.3%	20.7%
17) In my school, student misbehavior interferes with learning.	21	12	23	3	2	61	55.9%	44.1%

18) Too much instructional time is spent administering assessments.	15	17	15	2	12	61	65.3%	34.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	6	19	18		61	39.3%	60.7%
20) Increased workload has contributed to a decline in my morale.	18	28	9	3	3	61	79.3%	20.7%
21) I am paid fairly.	17	5	22	17		61	36.1%	63.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	34	12	14	1		61	75.4%	24.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	5	20	18		61	37.7%	62.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	14	9	2	4	61	80.7%	19.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	12	8	5		61	78.7%	21.3%
26) In my position, I receive appropriate and adequate support and training.	1	3	23	33		60	6.7%	93.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	22	34	1	61	6.7%	93.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	4	24	24		61	21.3%	78.7%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	24	9	13	59	28.3%	71.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	33	6	4	2	15	60	86.7%	13.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	9	26	2	5	60	49.1%	50.9%
32) In my school/worksite, I spend too much time in meetings.	6	4	9	39	1	59	17.2%	82.8%
33) In my school, there is adequate support for special education students.	6	4	9	39	1	59	17.2%	82.8%