

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	12	8	11	2	1	34	60.6%	39.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	11	9	10	3	1	34	60.6%	39.4%
3) I personally feel successful in my work.	14	12	5	2	1	34	78.8%	21.2%
4) I feel involved in decision-making at my school/worksite.	10	8	10	5	1	34	54.5%	45.5%
5) I want to be involved in decision-making at my school/worksite.	19	8	3	1	2	33	87.1%	12.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	12	5	3	3	34	74.2%	25.8%
7) In my school/worksite, I am treated as a professional.	9	15	5	3	2	34	75.0%	25.0%
8) There is good teamwork among staff in my school/worksite.	13	9	9	1	2	34	68.8%	31.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	8	4	3	3	33	76.7%	23.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	14	5	1	2	34	81.3%	18.8%
11) My work performance is evaluated fairly.	11	16	3	1	3	34	87.1%	12.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	10	8	8	5	3	34	58.1%	41.9%
13) I am provided adequate work and storage space to prepare for and do my job.	17	10	4	1	2	34	84.4%	15.6%
14) My administrators/supervisors respect the negotiated contracts.	14	15	2	1	2	34	90.6%	9.4%
15) My planning time is respected by my school administrations/supervisors.	14	11	2	3	4	34	83.3%	16.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	13	8	3	6	4	34	70.0%	30.0%
17) In my school, student misbehavior interferes with learning.	8	12	10	3	1	34	60.6%	39.4%

18) Too much instructional time is spent administering assessments.	9	10	10	2	2	33	61.3%	38.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	4	13	14	1	34	18.2%	81.8%
20) Increased workload has contributed to a decline in my morale.	13	9	6	2	3	33	73.3%	26.7%
21) I am paid fairly.	16	3	8	6	1	34	57.6%	42.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	3	4	6	2	34	68.8%	31.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	8	2	12	11	1	34	30.3%	69.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	13	3	3	3	34	80.6%	19.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	15	7	8	1	2	33	71.0%	29.0%
26) In my position, I receive appropriate and adequate support and training.	12	7	9	3	3	34	61.3%	38.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	9	20		34	14.7%	85.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		9	21		33	9.1%	90.9%
29) During this current school year, I have experienced harassing behavior from parents.	7	2	12	11		32	28.1%	71.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5		19	6	3	33	16.7%	83.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	3	5	3	4	33	72.4%	27.6%
32) In my school/worksite, I spend too much time in meetings.	9	7	13	4		33	48.5%	51.5%
33) In my school, there is adequate support for special education students.	2	2	7	23		34	11.8%	88.2%