

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	43	13	14	4		74	75.7%	24.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	36	13	20	4	1	74	67.1%	32.9%
3) I personally feel successful in my work.	33	34	5		2	74	93.1%	6.9%
4) I feel involved in decision-making at my school/worksite.	34	12	19	7	2	74	63.9%	36.1%
5) I want to be involved in decision-making at my school/worksite.	39	23	6	4	2	74	86.1%	13.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	17	17	8		74	66.2%	33.8%
7) In my school/worksite, I am treated as a professional.	36	27	7	3	1	74	86.3%	13.7%
8) There is good teamwork among staff in my school/worksite.	33	32	8	1		74	87.8%	12.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	17	13	4	5	73	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	16	15	9	1	74	67.1%	32.9%
11) My work performance is evaluated fairly.	33	26	7	4	4	74	84.3%	15.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	14	20	13	3	74	53.5%	46.5%
13) I am provided adequate work and storage space to prepare for and do my job.	37	23	11	2	1	74	82.2%	17.8%
14) My administrators/supervisors respect the negotiated contracts.	40	25	2	1	6	74	95.6%	4.4%
15) My planning time is respected by my school administrations/supervisors.	31	23	6	1	12	73	88.5%	11.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	29	16	13	8	8	74	68.2%	31.8%
17) In my school, student misbehavior interferes with learning.	20	24	20	7	3	74	62.0%	38.0%

18) Too much instructional time is spent administering assessments.	17	22	20	2	12	73	63.9%	36.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	3	25	23	1	74	34.2%	65.8%
20) Increased workload has contributed to a decline in my morale.	29	21	12	5	6	73	74.6%	25.4%
21) I am paid fairly.	20	3	28	23		74	31.1%	68.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	48	7	14	4	1	74	75.3%	24.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	2	27	10	3	74	47.9%	52.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	45	16	8	4	1	74	83.6%	16.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	15	19	3	3	74	69.0%	31.0%
26) In my position, I receive appropriate and adequate support and training.	38	18	13	3	2	74	77.8%	22.2%
27) During this current school year, I have experienced harassing behavior from colleagues.		4	22	46	2	74	5.6%	94.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	1	22	44	1	73	8.3%	91.7%
29) During this current school year, I have experienced harassing behavior from parents.	10	3	22	37	2	74	18.1%	81.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	2	25	8	20	73	37.7%	62.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	41	8	1	2	21	73	94.2%	5.8%
32) In my school/worksite, I spend too much time in meetings.	19	20	18	4	13	74	63.9%	36.1%
33) In my school, there is adequate support for special education students.	15	4	22	31	1	73	26.4%	73.6%