

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	28	6	3		65	86.2%	13.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	25	9	4		65	80.0%	20.0%
3) I personally feel successful in my work.	24	32	4	3	2	65	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	24	23	11	6	1	65	73.4%	26.6%
5) I want to be involved in decision-making at my school/worksite.	25	31	3	3	3	65	90.3%	9.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	29	11	5		65	75.4%	24.6%
7) In my school/worksite, I am treated as a professional.	18	37	5	4	1	65	85.9%	14.1%
8) There is good teamwork among staff in my school/worksite.	19	36	5	5		65	84.6%	15.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	24	4	4	3	65	87.1%	12.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	45	1	3	2	65	93.7%	6.3%
11) My work performance is evaluated fairly.	20	36	3	3	2	64	90.3%	9.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	18	12	11	1	65	64.1%	35.9%
13) I am provided adequate work and storage space to prepare for and do my job.	25	29	4	5	2	65	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	16	42		4	3	65	93.5%	6.5%
15) My planning time is respected by my school administrations/supervisors.	14	34	5	3	9	65	85.7%	14.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	35	6	2	3	64	86.9%	13.1%
17) In my school, student misbehavior interferes with learning.	35	16	10	2	2	65	81.0%	19.0%

18) Too much instructional time is spent administering assessments.	21	13	16	4	11	65	63.0%	37.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	5	25	15		65	38.5%	61.5%
20) Increased workload has contributed to a decline in my morale.	22	17	17	5	4	65	63.9%	36.1%
21) I am paid fairly.	13	11	16	25		65	36.9%	63.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	10	11	5	4	65	73.8%	26.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	5	19	12	3	64	49.2%	50.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	34	19	4	3	5	65	88.3%	11.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	18	11	6	1	65	73.4%	26.6%
26) In my position, I receive appropriate and adequate support and training.	29	21	11	4		65	76.9%	23.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	21	34	3	65	11.3%	88.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			23	39	3	65	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	4	22	34	2	65	11.1%	88.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	26	8	21	64	20.9%	79.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	17	4	3	16	64	85.4%	14.6%
32) In my school/worksite, I spend too much time in meetings.	19	9	20	6	11	65	51.9%	48.1%
33) In my school, there is adequate support for special education students.	15	5	27	16	2	65	31.7%	68.3%