

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	14	5	1		41	85.4%	14.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	15	6	2		41	80.5%	19.5%
3) I personally feel successful in my work.	16	21	3		1	41	92.5%	7.5%
4) I feel involved in decision-making at my school/worksite.	16	10	12	1	2	41	66.7%	33.3%
5) I want to be involved in decision-making at my school/worksite.	15	17	6	2	1	41	80.0%	20.0%
7) In my school/worksite, I am treated as a professional.	9	26	4	1	1	41	87.5%	12.5%
8) There is good teamwork among staff in my school/worksite.	13	19	7	2		41	78.0%	22.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	13	15	11	2		41	68.3%	31.7%
11) My work performance is evaluated fairly.	12	22	3	1	3	41	89.5%	10.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	15	4	6	1	41	75.0%	25.0%
13) I am provided adequate work and storage space to prepare for and do my job.	14	22	3	2		41	87.8%	12.2%
14) My administrators/supervisors respect the negotiated contracts.	12	24	1	1	3	41	94.7%	5.3%
15) My planning time is respected by my school administrations/supervisors.	12	19	3	1	6	41	88.6%	11.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	13	3	4	2	41	82.1%	17.9%
17) In my school, student misbehavior interferes with learning.	19	16	2	1	3	41	92.1%	7.9%
18) Too much instructional time is spent administering assessments.	17	3	16	1	4	41	54.1%	45.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	5	15	5		41	51.2%	48.8%

20) Increased workload has contributed to a decline in my morale.	18	9	13	1		41	65.9%	34.1%
21) I am paid fairly.	11	10	12	7	1	41	52.5%	47.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	10	5	2	2	41	82.1%	17.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	6	12	2	2	41	64.1%	35.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	16	1		1	41	97.5%	2.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	4	5	2	2	41	82.1%	17.9%
26) In my position, I receive appropriate and adequate support and training.	18	16	3	3	1	41	85.0%	15.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	13	24	1	41	7.5%	92.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		12	25	1	41	7.5%	92.5%
29) During this current school year, I have experienced harassing behavior from parents.	5	2	16	17		40	17.5%	82.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	3	15	9	7	41	29.4%	70.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	17	9	7	1	7	41	76.5%	23.5%
32) In my school/worksites, I spend too much time in meetings.	12	5	14	8	2	41	43.6%	56.4%
33) In my school, there is adequate support for special education students.	15	4	15	5	2	41	48.7%	51.3%