

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	6	7	2		41	78.0%	22.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	9	9	1		40	75.0%	25.0%
3) I personally feel successful in my work.	15	11	12			38	68.4%	31.6%
4) I feel involved in decision-making at my school/worksite.	11	4	19	3	1	38	40.5%	59.5%
5) I want to be involved in decision-making at my school/worksite.	21	11	5		1	38	86.5%	13.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	10	6	3	1	38	75.7%	24.3%
7) In my school/worksite, I am treated as a professional.	19	15	3	1		38	89.5%	10.5%
8) There is good teamwork among staff in my school/worksite.	25	7	5	1		38	84.2%	15.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	6	4	3	3	38	80.0%	20.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	16	1	1	1	38	94.6%	5.4%
11) My work performance is evaluated fairly.	18	17		1	3	39	97.2%	2.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	10	7	6	1	39	65.8%	34.2%
13) I am provided adequate work and storage space to prepare for and do my job.	19	16	2	1	1	39	92.1%	7.9%
14) My administrators/supervisors respect the negotiated contracts.	17	20		1	1	39	97.4%	2.6%
15) My planning time is respected by my school administrations/supervisors.	14	14	3	1	7	39	87.5%	12.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	9	6	1	3	39	80.6%	19.4%
17) In my school, student misbehavior interferes with learning.	12	21	2	2	2	39	89.2%	10.8%

18) Too much instructional time is spent administering assessments.	13	4	19	1	2	39	45.9%	54.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	9	1	21	7	1	39	26.3%	73.7%
20) Increased workload has contributed to a decline in my morale.	11	8	14	3	3	39	52.8%	47.2%
21) I am paid fairly.	15	5	14	4	1	39	52.6%	47.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	7	5	3	4	38	76.5%	23.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	2	14	8	4	39	37.1%	62.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	11		2	4	38	94.1%	5.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	19	6	10	3	1	39	65.8%	34.2%
26) In my position, I receive appropriate and adequate support and training.	15	9	11	4		39	61.5%	38.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	12	19	1	39	18.4%	81.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	2	12	22		39	12.8%	87.2%
29) During this current school year, I have experienced harassing behavior from parents.	3	3	17	16		39	15.4%	84.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	6	11	2	11	39	53.6%	46.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	8	9	2	9	39	63.3%	36.7%
32) In my school/worksite, I spend too much time in meetings.	16	5	13	2	3	39	58.3%	41.7%
33) In my school, there is adequate support for special education students.	14	7	11	4	3	39	58.3%	41.7%