

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	4	23	19		64	34.4%	65.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	8	25	17		64	34.4%	65.6%
3) I personally feel successful in my work.	36	22	6			64	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	24	8	21	11		64	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	29	24	8	1	2	64	85.5%	14.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	6	19	10	2	64	53.2%	46.8%
7) In my school/worksite, I am treated as a professional.	31	18	9	5	1	64	77.8%	22.2%
8) There is good teamwork among staff in my school/worksite.	31	14	9	7	3	64	73.8%	26.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	10	13	6	8	63	65.5%	34.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	20	11	4	2	63	75.4%	24.6%
11) My work performance is evaluated fairly.	33	20	7	1	3	64	86.9%	13.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	10	18	11	2	64	53.2%	46.8%
13) I am provided adequate work and storage space to prepare for and do my job.	29	23	4	4	4	64	86.7%	13.3%
14) My administrators/supervisors respect the negotiated contracts.	33	21	4	3	3	64	88.5%	11.5%
15) My planning time is respected by my school administrations/supervisors.	28	16	10	2	8	64	78.6%	21.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	7	16	20	4	64	40.0%	60.0%
17) In my school, student misbehavior interferes with learning.	13	37	5	2	7	64	87.7%	12.3%

18) Too much instructional time is spent administering assessments.	23	15	19	1	6	64	65.5%	34.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	6	20	16	1	64	42.9%	57.1%
20) Increased workload has contributed to a decline in my morale.	27	20	14	1	2	64	75.8%	24.2%
21) I am paid fairly.	28	4	20	12		64	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	5	12	10	5	64	62.7%	37.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	3	26	18	1	64	30.2%	69.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	20	6	3	3	64	85.2%	14.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	6	13	5	5	64	69.5%	30.5%
26) In my position, I receive appropriate and adequate support and training.	32	13	15	4		64	70.3%	29.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	6	25	25	1	64	20.6%	79.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	5	23	26	2	64	21.0%	79.0%
29) During this current school year, I have experienced harassing behavior from parents.	9	7	26	20	2	64	25.8%	74.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	21	5	24	4	10	64	48.1%	51.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	9	14	3	10	64	68.5%	31.5%
32) In my school/worksite, I spend too much time in meetings.	23	20	15	1	5	64	72.9%	27.1%
33) In my school, there is adequate support for special education students.	17	2	18	24	3	64	31.1%	68.9%