

Questions	Agree	Strongly agree	Disagree
1) Overall, morale at my worksite is good	67	18	16
2) There is an atmosphere of open communication and trust in my school/worksite.	60	21	20
3) I personally feel successful in my work.	58	37	7
4) I feel involved in decision-making at my school/worksite.	45	15	33
5) I want to be involved in decision-making at my school/worksite.	56	28	15
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	53	24	20
7) In my school/worksite, I am treated as a professional.	43	44	13
8) There is good teamwork among staff in my school/worksite.	47	42	10
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	54	20	16
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	48	8
11) My work performance is evaluated fairly.	43	48	8
12) I am provided adequate time during the workday to plan, prepare for and do my job.	37	11	29
13) I am provided adequate work and storage space to prepare for and do my job.	53	27	13
14) My administrators/supervisors respect the negotiated contracts.	56	34	4
15) My planning time is respected by my school administrations/supervisors.	49	33	3
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	47	22	20
17) In my school, student misbehavior interferes with learning.	41	22	25

18) Too much instructional time is spent administering assessments.	33	21	28
19) HCPSS professional development experiences are meaningful and worthwhile.	23	3	29
20) Increased workload has contributed to a decline in my morale.	39	23	26
21) I am paid fairly.	35	3	41
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	43	10	37
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	1	56
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	50	34	10
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	55	8	26
26) In my position, I receive appropriate and adequate support and training.	54	10	28
27) During this current school year, I have experienced harassing behavior from colleagues.	5		30
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			29
29) During this current school year, I have experienced harassing behavior from parents.	16	9	32
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	26	8	35
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	49	9	15
32) In my school/worksite, I spend too much time in meetings.	29	11	44
33) In my school, there is adequate support for special education students.	39	16	26