

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	10	18	8	1	66	60.0%	40.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	16	19	3	2	66	65.6%	34.4%
3) I personally feel successful in my work.	32	20	12	2		66	78.8%	21.2%
4) I feel involved in decision-making at my school/worksite.	32	9	16	6	3	66	65.1%	34.9%
5) I want to be involved in decision-making at my school/worksite.	24	28	7	1	6	66	86.7%	13.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	26	11	2	3	66	79.4%	20.6%
7) In my school/worksite, I am treated as a professional.	27	31	4	3	1	66	89.2%	10.8%
8) There is good teamwork among staff in my school/worksite.	27	27	8		4	66	87.1%	12.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	15	8	2	5	66	83.6%	16.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	37	12	11	4	2	66	76.6%	23.4%
11) My work performance is evaluated fairly.	34	28	1		3	66	98.4%	1.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	16	16	9	1	66	61.5%	38.5%
13) I am provided adequate work and storage space to prepare for and do my job.	36	14	7	8	1	66	76.9%	23.1%
14) My administrators/supervisors respect the negotiated contracts.	26	31	6		3	66	90.5%	9.5%
15) My planning time is respected by my school administrations/supervisors.	28	20	8	1	9	66	84.2%	15.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	14	11	8	11	66	65.5%	34.5%
17) In my school, student misbehavior interferes with learning.	13	40	2		11	66	96.4%	3.6%

18) Too much instructional time is spent administering assessments.	20	13	16	1	15	65	66.0%	34.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	3	23	18	1	65	35.9%	64.1%
20) Increased workload has contributed to a decline in my morale.	19	21	16	5	5	66	65.6%	34.4%
21) I am paid fairly.	24	8	13	20	1	66	49.2%	50.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	10	10	5	2	66	76.6%	23.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	7	23	10	2	66	48.4%	51.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	25	3	1	5	66	93.4%	6.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	18	11	4	2	66	76.6%	23.4%
26) In my position, I receive appropriate and adequate support and training.	36	14	11	2	3	66	79.4%	20.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	4	17	40	1	65	10.9%	89.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	16	48		66	3.0%	97.0%
29) During this current school year, I have experienced harassing behavior from parents.	9	10	21	26		66	28.8%	71.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	8	15	5	19	65	56.5%	43.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	12	13	1	18	65	70.2%	29.8%
32) In my school/worksite, I spend too much time in meetings.	15	19	19	4	9	66	59.6%	40.4%
33) In my school, there is adequate support for special education students.	4	3	21	36	2	66	10.9%	89.1%