

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	37	4	1		62	91.9%	8.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	32	5	1	1	62	90.2%	9.8%
3) I personally feel successful in my work.	21	34	4	3		62	88.7%	11.3%
4) I feel involved in decision-making at my school/worksite.	25	18	13	2	4	62	74.1%	25.9%
5) I want to be involved in decision-making at my school/worksite.	26	26	4	2	4	62	89.7%	10.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	22	7	5	1	62	80.3%	19.7%
7) In my school/worksite, I am treated as a professional.	18	37	5	1	1	62	90.2%	9.8%
8) There is good teamwork among staff in my school/worksite.	18	37	4		1	60	93.2%	6.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	26	5	2	6	60	87.0%	13.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	22	12	2	2	60	75.9%	24.1%
11) My work performance is evaluated fairly.	18	36	2	2	2	60	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	22	12	4	3	60	71.9%	28.1%
13) I am provided adequate work and storage space to prepare for and do my job.	22	31	6		1	60	89.8%	10.2%
14) My administrators/supervisors respect the negotiated contracts.	16	36	3		5	60	94.5%	5.5%
15) My planning time is respected by my school administrations/supervisors.	14	29	3	1	13	60	91.5%	8.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	17	6	1	10	60	86.0%	14.0%
17) In my school, student misbehavior interferes with learning.	26	19	12	1	2	60	77.6%	22.4%

18) Too much instructional time is spent administering assessments.	19	8	19	3	10	59	55.1%	44.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	1	24	7	1	60	47.5%	52.5%
20) Increased workload has contributed to a decline in my morale.	23	12	17	5	3	60	61.4%	38.6%
21) I am paid fairly.	23	4	15	18		60	45.0%	55.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	8	13	1	2	60	75.9%	24.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	30	4	17	8	1	60	57.6%	42.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	15	4		1	60	93.2%	6.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	16	7	1	2	60	86.2%	13.8%
26) In my position, I receive appropriate and adequate support and training.	34	13	10	3		60	78.3%	21.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	4	13	38	1	60	13.6%	86.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	2	16	38		60	10.0%	90.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	4	18	33	2	60	12.1%	87.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	5	21	8	15	60	35.6%	64.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	12	6	2	15	60	82.2%	17.8%
32) In my school/worksite, I spend too much time in meetings.	9	3	35	10	3	60	21.1%	78.9%
33) In my school, there is adequate support for special education students.	13	3	22	21		59	27.1%	72.9%