

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	25	6	1	2	71	89.9%	10.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	30	5	2		71	90.1%	9.9%
3) I personally feel successful in my work.	27	39	5			71	93.0%	7.0%
4) I feel involved in decision-making at my school/worksite.	26	27	16	1	1	71	75.7%	24.3%
5) I want to be involved in decision-making at my school/worksite.	37	28	4	1	1	71	92.9%	7.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	34	6	1		71	90.1%	9.9%
7) In my school/worksite, I am treated as a professional.	20	46	5			71	93.0%	7.0%
8) There is good teamwork among staff in my school/worksite.	35	28	6	2		71	88.7%	11.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	28	2	2	6	71	93.8%	6.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	23	6	2	1	71	88.6%	11.4%
11) My work performance is evaluated fairly.	20	46	1		4	71	98.5%	1.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	35	17	14	3	2	71	75.4%	24.6%
13) I am provided adequate work and storage space to prepare for and do my job.	28	36	3	2	2	71	92.8%	7.2%
14) My administrators/supervisors respect the negotiated contracts.	25	43	1		2	71	98.6%	1.4%
15) My planning time is respected by my school administrations/supervisors.	25	29	2		15	71	96.4%	3.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	31	5		8	71	92.1%	7.9%
17) In my school, student misbehavior interferes with learning.	28	19	19	3	2	71	68.1%	31.9%

18) Too much instructional time is spent administering assessments.	20	18	14	3	16	71	69.1%	30.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	4	24	14		71	46.5%	53.5%
20) Increased workload has contributed to a decline in my morale.	31	15	19	5	1	71	65.7%	34.3%
21) I am paid fairly.	23	6	26	16		71	40.8%	59.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	5	14	4	2	71	73.9%	26.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	4	24	10	1	71	51.4%	48.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	25	6	2		71	88.7%	11.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	21	13	3		71	77.5%	22.5%
26) In my position, I receive appropriate and adequate support and training.	38	20	11	2		71	81.7%	18.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	4	22	34	4	71	16.4%	83.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		17	48	4	71	3.0%	97.0%
29) During this current school year, I have experienced harassing behavior from parents.	7		21	36	7	71	10.9%	89.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	4	24	7	23	71	35.4%	64.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	12	5		21	71	90.0%	10.0%
32) In my school/worksite, I spend too much time in meetings.	19	13	31	2	4	69	49.2%	50.8%
33) In my school, there is adequate support for special education students.	21	3	23	19	3	69	36.4%	63.6%