

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	13	3	21	9		46	34.8%	65.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	4	17	2		46	58.7%	41.3%
3) I personally feel successful in my work.	25	8	9	4		46	71.7%	28.3%
4) I feel involved in decision-making at my school/worksite.	15	12	11	6	2	46	61.4%	38.6%
5) I want to be involved in decision-making at my school/worksite.	22	16	7	1		46	82.6%	17.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	17	8	3	1	46	75.6%	24.4%
7) In my school/worksite, I am treated as a professional.	21	14	8	2	1	46	77.8%	22.2%
8) There is good teamwork among staff in my school/worksite.	26	10	8	2		46	78.3%	21.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	7	8	5	3	46	69.8%	30.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	5	21	2		46	50.0%	50.0%
11) My work performance is evaluated fairly.	24	16	3		3	46	93.0%	7.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	2	13	16	2	46	34.1%	65.9%
13) I am provided adequate work and storage space to prepare for and do my job.	23	9	8	3	3	46	74.4%	25.6%
14) My administrators/supervisors respect the negotiated contracts.	27	13	5		1	46	88.9%	11.1%
15) My planning time is respected by my school administrations/supervisors.	26	6	7	2	5	46	78.0%	22.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	7	10	10	1	46	55.6%	44.4%
17) In my school, student misbehavior interferes with learning.	5	31	1	1	8	46	94.7%	5.3%

18) Too much instructional time is spent administering assessments.	23	12	4	1	6	46	87.5%	12.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	2	17	9	1	46	42.2%	57.8%
20) Increased workload has contributed to a decline in my morale.	16	17	6		7	46	84.6%	15.4%
21) I am paid fairly.	14		25	7		46	30.4%	69.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	3	12	5	4	46	59.5%	40.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	2	17	9	4	46	38.1%	61.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	11	7	1	5	46	80.5%	19.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	7	10	2	2	46	72.7%	27.3%
26) In my position, I receive appropriate and adequate support and training.	20	7	14	5		46	58.7%	41.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	21	19		45	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	22	21		46	6.5%	93.5%
29) During this current school year, I have experienced harassing behavior from parents.	13	3	12	17	1	46	35.6%	64.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	16	4	14	1	11	46	57.1%	42.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	4	10	3	11	46	62.9%	37.1%
32) In my school/worksite, I spend too much time in meetings.	13	7	21	1	4	46	47.6%	52.4%
33) In my school, there is adequate support for special education students.	11	1	12	21		45	26.7%	73.3%