

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	16	6	1		50	86.0%	14.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	23	4	1		50	90.0%	10.0%
3) I personally feel successful in my work.	22	20	5	3		50	84.0%	16.0%
4) I feel involved in decision-making at my school/worksite.	22	18	7	1	2	50	83.3%	16.7%
5) I want to be involved in decision-making at my school/worksite.	25	18			7	50	100.0%	0.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	22	6	1		50	86.0%	14.0%
7) In my school/worksite, I am treated as a professional.	18	26	5		1	50	89.8%	10.2%
8) There is good teamwork among staff in my school/worksite.	18	26	4	1	1	50	89.8%	10.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	11	8	4	6	50	72.7%	27.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	12	14	3		50	66.0%	34.0%
11) My work performance is evaluated fairly.	16	27	3	2	2	50	89.6%	10.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	8	17	9	1	50	46.9%	53.1%
13) I am provided adequate work and storage space to prepare for and do my job.	22	19	6	2	1	50	83.7%	16.3%
14) My administrators/supervisors respect the negotiated contracts.	13	32	2		3	50	95.7%	4.3%
15) My planning time is respected by my school administrations/supervisors.	16	21	5	2	6	50	84.1%	15.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	14	4	6	5	50	77.8%	22.2%
17) In my school, student misbehavior interferes with learning.	16	16	10	3	4	49	71.1%	28.9%

18) Too much instructional time is spent administering assessments.	12	15	9	3	11	50	69.2%	30.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	9	2	24	14	1	50	22.4%	77.6%
20) Increased workload has contributed to a decline in my morale.	20	19	8	1	2	50	81.3%	18.8%
21) I am paid fairly.	26	3	13	8		50	58.0%	42.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	4	13	6	2	50	60.4%	39.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	2	20	11	1	49	35.4%	64.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	14		7	1	49	85.4%	14.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	9	4	6	3	49	78.3%	21.7%
26) In my position, I receive appropriate and adequate support and training.	24	5	16	4		49	59.2%	40.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	2	13	31		49	10.2%	89.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	6	41		49	4.1%	95.9%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	14	27		49	16.3%	83.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	3	13	8	13	49	41.7%	58.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	8	5	2	13	49	80.6%	19.4%
32) In my school/worksite, I spend too much time in meetings.	18	5	17	7	2	49	48.9%	51.1%
33) In my school, there is adequate support for special education students.	8	3	10	26	2	49	23.4%	76.6%