

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	9	21	9		64	53.1%	46.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	15	11	4		64	76.6%	23.4%
3) I personally feel successful in my work.	29	18	11	5	1	64	74.6%	25.4%
4) I feel involved in decision-making at my school/worksite.	23	16	17	4	4	64	65.0%	35.0%
5) I want to be involved in decision-making at my school/worksite.	29	24	4	1	6	64	91.4%	8.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	20	6	6	2	64	80.6%	19.4%
7) In my school/worksite, I am treated as a professional.	29	23	5	2	5	64	88.1%	11.9%
8) There is good teamwork among staff in my school/worksite.	28	18	13	3	2	64	74.2%	25.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	13	14	3	8	64	69.6%	30.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	21	11	2	4	64	78.3%	21.7%
11) My work performance is evaluated fairly.	26	29	4		5	64	93.2%	6.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	12	22	9	5	64	47.5%	52.5%
13) I am provided adequate work and storage space to prepare for and do my job.	33	18	8	1	4	64	85.0%	15.0%
14) My administrators/supervisors respect the negotiated contracts.	24	28	5		7	64	91.2%	8.8%
15) My planning time is respected by my school administrations/supervisors.	26	21	3	1	13	64	92.2%	7.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	14	13	5	8	64	67.9%	32.1%
17) In my school, student misbehavior interferes with learning.	18	34	5		7	64	91.2%	8.8%

18) Too much instructional time is spent administering assessments.	16	21	11	1	15	64	75.5%	24.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	4	16	24		64	37.5%	62.5%
20) Increased workload has contributed to a decline in my morale.	22	17	11	7	7	64	68.4%	31.6%
21) I am paid fairly.	21	6	21	15		63	42.9%	57.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	7	14	7	3	64	65.6%	34.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	3	19	19		64	40.6%	59.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	10	9	6	1	64	76.2%	23.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	9	13	4	5	64	71.2%	28.8%
26) In my position, I receive appropriate and adequate support and training.	31	13	15	4	1	64	69.8%	30.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	4	18	34	1	64	17.5%	82.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		17	44	1	64	3.2%	96.8%
29) During this current school year, I have experienced harassing behavior from parents.	9	3	25	25	2	64	19.4%	80.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	2	21	6	15	64	44.9%	55.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	7	8	1	18	64	80.4%	19.6%
32) In my school/worksite, I spend too much time in meetings.	15	6	26	8	9	64	38.2%	61.8%
33) In my school, there is adequate support for special education students.	5	3	18	36	2	64	12.9%	87.1%